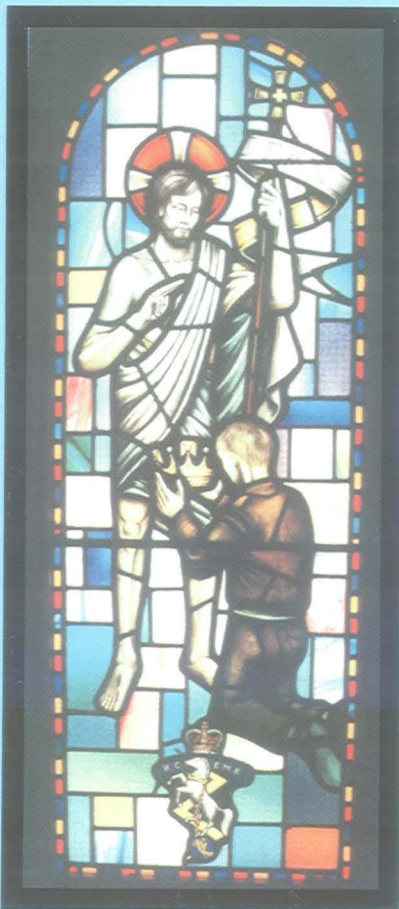




# EME JOURNAL

"Magazine of the Electrical and Mechanical Engineering Branch"





# Introduction

The EME Journal is the magazine of the Electrical and Mechanical Engineering Branch, published at CFSEME under the terms of reference of the EME Branch Fund and the EME Branch Advisor. The purpose of the publication is to disseminate professional information among Retired, Serving and Reserve Members of the EME Branch.

The EME Journal depends upon its readers for content. Articles on all aspects of the Electrical and Mechanical Engineering System, photographs, cartoons, people news and comments are solicited. Readers are reminded that the Journal is an unclassified and unofficial source of information. The contents do not necessarily represent official DND policy and are not to be quoted as authority for action.

Contributors are asked to submit the original text typewritten, accompanied by a disk in MS Word format. Photos should be sharp, glossy black and white or colour prints with captions typed separately. Personnel should be identified in all cases, both text and captions, by rank, initials, surname, trade and unit. The editor reserves the right to reject and edit and editorial material.

Captain B.M. Cook  
EME Branch Adjutant

## The EME Branch Kit Shop

### MESS DRESS KITS



Available in Barათა or  
Doeskin  
**GOOD PRICES**  
Visa  
Pay Allotment  
Post Dated Cheques



Available for all  
Branches of Service  
Allow 4-6 weeks for  
delivery  
Orders on exactly  
as shown  
Some used kits available  
from time to time

And All Your  
EME  
Accoutrements



EME Branch Kit Shop  
CFSEME Bldg A-254  
PO Box 1000, Station Main  
CFB Borden, ON L0M 1C0  
TEL: (705) 423-2138 FAX: (705) 423 3800



# EME JOURNAL

The Magazine of the Electrical and Mechanical Engineering Branch

**Branch Formation:** 15 May 1944  
**Branch Moto:** Arte et Marte  
**Branch Patron Saint:** Saint Jean de Brebeuf  
**Branch Colonel Commandant:** Colonel (Ret'd) M.C. Johnston

## ISSUE HIGHLIGHTS

The Branch Advisor's Message

EME Supports Exercise United Spirit

CFSEME Hosts 38<sup>th</sup> Annual EME Golf  
Tournament

At Work or at Play  
"EME is Where the Action is"

EME Branch Tackles Personnel Shortages

1 General Support Battalion Art Pl Contributions  
to TCCCS

202 Workshop Depot Regenerates 100 Creatures  
The Cougar SLEP Project

EME at Nijmegen 2001

REME: From No Win To Win All

Reserve Training at CFSEME

The Origin of the "Green Flash"  
an EME History Lesson

EME Association Corner

Curling in the EME Bonspiels  
Point of View by Caspar

DSVPM Helps the Front Troops

EME Branch Fund Scholarship Award

Increasing International Roles for ATOs and  
Ammo Techs

2 General Support Field Workshop  
A Concise History

The Fifth Annual Western EME Golf  
Tournament

1 GS Bn Mountain Man 2001

Rue Col Johnston Street

EME and REME Exchange Technicians

Jeepers Creepers

Ex Mobile Ram an EME Perspective

Our Mementos - The Cyprus Scroll

The Hunt for an Original REME Officer's Badge

Common Training With a Difference

Flashback 1986: A Personnel Bunker for the  
Golan Heights

The Lickiss Bible

EME Branch Strategic Management Plan

## THE BRANCH ADVISOR'S MESSAGE

By: Col P.J. Holt, CD, EME Branch Advisor



I am honoured to have this opportunity to address you in the EME Journal as your new Branch Advisor. As I said in my introductory EME Communiqué, I have a long family history in the Army and EME and am very pleased to have been chosen to be your Branch Advisor.

I know there are many issues facing us these days that are causing a lot of concern. Many of you are undoubtedly feeling the stress of doing more with less, with no apparent reprieve in sight. To be honest, I think that the challenges we face today are unprecedented and the greatest that I have seen in 35 years of service. However, I also

firmly believe that these same challenges can be turned into opportunities for both growth of the EME Branch and for our own growth if leveraged properly.

As you may be aware, we are now, as the result of an Armed Forces Council decision on 17 July 2001, back to being an Army managed Branch. To some, this might give cause for alarm but I see it as a golden opportunity to address many of our concerns. That is why "re-entry" into the Army will be our main effort over the next year. We need to get this right in order to position the EME Branch to achieve the tasks necessary for a viable future. There are a lot of initiatives on the go and I would like to briefly touch on a few of them. Many of these will be the subject of individual Communiqués at a later date.

My vision for the EME Branch is that we are, as we have always been, operations focused. As our Colonel Commandant has said, "EME is where the action is." This applies across the spectrum of conflict, and is proven by our rich and proud history. This must remain our focus as we move forward into the future. It must guide us in our equipment management decisions (getting the right support equipment) and also in how we train and operate as the EME Branch. We cannot continue at today's pace the way we are - we are burning out what makes us so unique and important to the Army - you, the technician-soldiers. Therefore, the EME Branch cannot afford to remain stagnant simply because "that's the way we have always done things" - we must evolve with the changing defence mission and operating environment. We need to ensure we get the right support equipment and the right training to our technicians. We must also ensure we properly man our units to do the job and have relevant doctrine and policies in place to assist us. We can not, nor will we as a Branch, simply continue to do more with less at your expense.

Now let me talk about the LEMS and EME as I believe there is confusion as to what these actually are. The Land Equipment Management System, or LEMS, is a *purple* process for the "cradle to grave" management of land equipment. Therefore, Army management of the EME Branch does not affect the value of the LEMS to all CF customers - the process is colour blind. EME,

as a Branch of uniquely skilled and highly trained soldier-technicians, are the managers of choice for LEMS, be it on an Air Base or in the modern battle-space, under all conditions.

Within the LEMS, I am moving forward with the development of a new capstone doctrine manual, covering the tactical, operational and strategic levels. I anticipate this being completed for next summer. From this will follow the necessary workshop policy manuals and the Tactics-Techniques-Procedures (TTPs) that we need but sorely lack at present. I also have a LEMS Requirements Cell. This staff represents the requirements of the maintainer (within the LEMS, EME is also a customer!) to support new and existing equipment. At present, we are working towards a short and long-term solution for the recovery of all of our 'A' Vehicles as well as the development of armoured MRTs for Integral and Close Support units. The containerization of workshops is also our intent at the General Support level, and we presently have two prototypes completed: a tire repair shelter and a tire storage shelter. We are working towards a general repair shelter design as well as a battery maintenance container. A lot of work remains to be completed but I know we are moving in the right direction.

On the EME Branch front we are tackling several initiatives. We have received the EME Reserve Study Report and have discussed it at the EME Senate. I have staffed a recommendation for a strategic framework for a viable EME Reserve to CLS and I expect that we will see movement on this issue early in Spring 02. This is critical as I believe a viable and productive EME Reserve is absolutely essential to the long-term health of the Branch. The Army has also added their strong support to help recover our distressed (under strength) trades. This support, when linked with CF initiatives, should help the Branch to gain some stability in the near to midterm. The Branch has also completed its first cycle of Army Succession Planning. In essence, we are mandated to maintain a long term view of personnel potential to command at unit level and higher for officers and all CWO positions that are non-EME specific. This is a positive effect of coming under Army management as it opens up new opportunities for the Branch to compete in "Army any" positions which I see as healthy for the Branch.

In summary, I see the challenges facing us as opportunities for the betterment of the EME Branch. We have a lot of work to do, and I realize we must prioritize properly in order to lessen the risk of burning out our people. I am confident, however, that we have the right focus to return to stability as a Branch and to further streamline the LEMS process to meet the operational imperatives of the Army, Navy and Air Force. A key component to our success will be communications. I promise to maintain an active communication strategy using Communiqués, Journal articles, visits and any other media available to me to ensure you get the right message in time.

As a final note, remember that "EME is where the action is" - that is our focus for the present and our guidance for the future. I look forward to meeting as many of you as I can over the next few years as I get out on my visits. Please do not hesitate to speak to me when we meet. *Arte et Marte.*

---

## EME BRANCH FUND

This issue and future issues of the EME Journal will publish the latest minutes of the EME Br Fund Executive Board of Directors Meeting. See minutes dated Aug 01 in this issue.



## EME SUPPORTS EXERCISE UNITED SPIRIT

By: MCpl Wilfred Liebscher, LCIS Tech, 4 AD Regt

Meeting the maintenance and support needs of a unique unit is a challenge at the best of times. Canada's 4th Air Defence Regiment is unique in many ways not least of which is that it is the Nation's only Air Defence Regiment. The Regiment's mandate is to provide low level air defence (LLAD) capabilities.

Elements of the unit designated as 128 Air Defence Battery made the journey to Marine Corps Air Station (MCAS) Cherry Point, North Carolina, to participate in NATO Exercise UNIFIED SPIRIT 00. The overall concept of operation was to travel to MCAS Cherry Point by road, a journey of about 2200Kms in 4 days, then to participate in the exercise and finally to return home.



A task of this magnitude requires substantial maintenance and logistical support. The preparation before leaving CFB Gagetown began immediately after Exercise ARCON 00 in August and continued up to the 14 October, day of departure. The unit was still in the process of receiving vehicles from the TCCCS refit and LSVW's from yet another modification project. All of the hazardous goods cataloging and manifesting had to be completed, shipping clearances for our prime mission equipment filed and lectures to be taught. The technicians pulled yet another rabbit out of the hat to inspect and ensure serviceability of all equipment being deployed.

The road move commenced on the morning of 14 October, 2000 with the first leg of the journey taking us from CFB Gagetown NB to Brunswick Naval Air Station in Maine. Although the routes were unknown to most members of the battery, the first day's travel went smoothly. After a long day, the technicians stitched the vehicles back together for the next day's journey to Camp Smith, an Army National Guard Base near West Point, New York. The operative word here is hospitality. Camp Smith was one of the highlights of the road move as the camp staff ensured all our needs were met. We were served a very satisfying meal and provided excellent cooperation from their National Guard and camp personnel. They graciously provided us the use of their maintenance facilities and assistance. The next morning we were off to Quantico, Virginia. A very austere camp; we made due and rested before the next day travel. By this time the drivers and co-drivers were getting used to the enormous highways of the continental USA. By evening the trek had brought us to our

destination - MCAS Cherry Point, North Carolina. This is the point where the rubber meets the road, but alas for the hapless MLVW this was not to be the case! It was only when we arrived on the USMC base that the fateful "exploding rim" message was received. This meant that the maintenance support concept had to be quickly adapted to our newfound status. The initial plan was to deploy the ADATS and Skyguard/Gun resources around the massive airfield of Cherry Point but this was not to be. As a new plan was being developed, maintainers were well on their way of getting all the equipment ready to be fielded. Finally Ops developed a scenario to deploy prime elements approximately 2 hours away from Cherry Point onto an abandoned Atlantic Airfield on the coast of this fine state.

The deployment included Air Defence personnel, and of course, the ubiquitous maintenance and support elements using the intrepid ILTIS and LSVW in place of our MLVW's as MRT's. Adapt, improvise and overcome.

Concurrent to supporting the exercise was the formulation of a plan to repatriate the MLVW's back to Canada. The fine expertise provided to us by Cpl Gary Christmas from Traffic Section, CFB Cold Lake, was an unexpected bonus. He coordinated the waybills, customs paperwork and liaison with Kendo Transport, who had been contracted to haul the trucks and trailers home.

I am certain that without his efforts our sacred ML's would still be south of the border.

The lack of available commercial carriers forced us to leave a small rear party behind to coordinate and load the last MLVW's and trailers. This unexpected delay afforded us the opportunity to sample the first class hospitality of the USMC as exhibited in the quarters that the master gunnery sergeant arranged for our last night in Cherry Point. Their opulence provided a relaxing pause from the hectic activity of the previous days. With some typical maintenance ingenuity and adaptability the last vehicles were loaded by mid afternoon of the next day. The main body had already arrived in Quantico Virginia the previous day, which allowed them a day of R&R in Washington DC. Fortunately this R&R day gave our rear party a chance to catch up to them and join into the scheduled road move home. Fate would soon prove us wrong!

The next morning's departure started as usual and vehicle packets departed shortly after 0800 hrs. At about 0900 hours the trail party was near the town of Manassas, Virginia when one of the Semi-trailer trucks in our packet was involved in a traffic accident. The accident involved the semi-trailer and 2 civilian vehicles. Fortunately there were no serious injuries and local emergency services responded quickly. All of our personnel responded with professionalism and soon the scene was brought under control. Capt Johanne Charest, Support/Maint Troop Cmdr was the first officer on the scene and expertly coordinated the tasks at hand. When emergency services arrived, the scene was turned over to them, and the focus shifted to the recovery of the semi-trailer truck. The trailer was undamaged but the tractor was no longer roadworthy. A local commercial wrecker recovered the unit to a compound in an industrial park where the trail party convened to formulate a plan. Capt Johanne Charest and the Production WO, WO Carol Lavoie, decided the most effective plan was to recover the vehicle as far forward as possible using our own resources.



Later that morning the project, reminiscent of the television show "Junkyard Wars", came to fruition. The wrecker crew, MCpl Angus Coutts from the Royal Canadian Artillery School and Cpl Randy Anderson of 18 AD Det in Lethbridge began rigging the wrecker with the fifth wheel attachment when it was discovered that the bushing required for this was deficient. It became clear that "adapt, improvise and overcome" would again be the strategy. Cpl Archie Colbourne, our Mat Tech supreme, manufactured one in situ from a suitable piece of plate steel, using a set of torches and finished it with the use of a die grinder which had been generously loaned to him by a shop in the industrial park. Our semi-trailer with dropdeck trailer arrived and the disabled tractor was pulled onto it and secured. With the tractor loaded and calculations made, it was apparent that the casualty vehicle's airfoil would need to be removed. MCpl Al Levesque set about this task, removing the airfoil and securing it onto the trailer.

The next obstacle was that the wrecker's light bar would need to be modified. The wrecker's light bar, which attaches to the rear of a towed vehicle to provide turn signal and stop lights, was fitted with a cable that wasn't long enough to reach the rear of the

45ft trailer. MCpl Coutts suggested removing the umbilical cable from the casualty vehicle and splicing it to the existing light bar cable to gain the extra length. WO Lavoie, FCS Tech and MCpl Liebscher, LCIS Tech (I guess LCIS in this case stands for Light Cable Installation Specialist) dedicated themselves to this task. Minor problems like having to use the world's oldest and least adhesive roll of electrical tape, from MCpl Coutts' toolbox, delayed the task a bit! Within 2 hours all tasks were completed and systems checked. The new packet configuration consisted of the minivan with assorted trail party personnel followed by the drop deck semi-trailer and finally the HLWW wrecker hauling the 45ft trailer bringing up the rear. The crew was in constant communication with the van. The next destination was Fort Smith, New York, a journey of about 500Km. We had anticipated a slow pace with the wrecker hauling a 45ft trailer but all were pleasantly surprised as we maintained an excellent pace throughout the trip. We pulled into Fort Smith late that night and dropped the trailer from the wrecker to prepare it for hookup to the truck that was dispatched from CFB Gagetown to take it back home. The odyssey was over and the rest of the road move home was finally uneventful!

## CFSEME HOSTS 38TH ANNUAL EME GOLF TOURNAMENT

By: Mrs Helene Rowen, CFSEME HQ

The 38th Annual EME Golf Tournament was held at Circled Pine Golf Club, Canadian Forces Base Borden 8 - 10 August 2001. The Tournament consisted of a Meet and Greet held at Circled Pine Golf Course on 8 August 2001, a Banquet on 9 August 2001 and two days of golfing 9 and 10 August 2001. Approximately 106 golfers (EME personnel, retired EME members and corporate sponsors) were in attendance. Special guests were Dave and Catriona Taylor who attended the Tournament all the way from Perth, Scotland.



Brigadier-General William Brewer teeing off at the eighteenth hole

The weather cooperated and all golfers enjoyed two beautiful days of sunshine. During the evening of 10 August 2001, prizes were given out to top golfers of the day as follows: Low Gross (Male - Chris Parris, Female - Jan Powell and Cathy Fisher); Closest to the Pin (Pin #3 - Wallie Lundell), (Pin #7 - Nicole Roy), Closest to the Centre Line (Male - Gilles Nappert, Female - Suzette Nappert), Longest Drive (Male - Dan Little, Female - Sue Wehling), Most Honest (Male - Jordon Everest, Female - Carol Logan). On Friday, all golfers received prizes for participating in the Tournament.

Special thanks to Mr. Joe Deano, Trophy World, Angus, who donated the trophies mentioned above. Mr. Deano was also the winner of the Michelin Tire Ticket Draw, he receives four tires for a maximum value of \$1,000. Hole in One prizes were donated by Don Coffey Sales, Cookstown (See Doo) and Tech Electronics, Angus (\$5,000 Entertainment System). Unfortunately, none of the golfers were able to win these prizes this year, better luck next year. Particular thanks to ATCO Frontec for their sponsorship of this year's Banquet which consisted of steak, garlic bread, salad, corn on the cob and deserts.

This year was the first year that some golfers were eligible for the Annual EME Golf Tournament WWII Vets Seniors Trophy over 65 years. This trophy was donated by Mr. Al Stephens who presented it, with Brigadier-General William Brewer, to this year's winner, Mr. Ken Potter.

As can be seen by the pictures, a good time was had by all. The Committee would like to thank Mr. Gary Corriveau and Mr. Jim Scott of Circled Pine Golf Course for their support of this event. Additional pictures are available at the EME Intranet Web Site located at <http://borden.mil.ca/eme>.



From left to right: Mr. Al Stephens, Mr. Ken Potter and Brigadier-General William Brewer



## AT WORK OR AT PLAY "EME IS WHERE THE ACTION IS"

By: Cpl Kevin Dawe, 2 Service Battalion

The Annual Petawawa smash up derby took place on Father's Day (17 June 2001). This year marked the 19<sup>th</sup> Anniversary of the derby and of the Petawawa Civic days. The Civic days consist of many events with the derby being the much-awaited finale. I think they save the best 'till last; like the fireworks on Canada Day. Over 2000 people showed up to watch the derby. They came at noon with their lawn chairs, umbrellas and coolers of food and drink ready for an afternoon of action and excitement. They got what they came for.



Preparing for battle at the 2001 Petawawa Civic Day smash-up derby. From left to right: Cpl Kevin Dawe, 2 Svc Bn; Mr. Mike Davey, Civ Mech; Cpl Jim Bechard, 2 RCHA; Cfn Ray Pruske, 2 Svc Bn; Cpl Mark St. Onge, 2 RCHA; Cpl Ross Payne 2 RCHA; Cpl Brian Lush 2 Svc Bn.

The derby hosts 60 cars and is divided into two groups, 30 small cars (4 cylinder engines) and 30 large cars (6&8 cylinder engines). Each entry has one driver and one mechanic. The car groups are subdivided into 5 groups (or heats) of 6 cars each. The winner of each heat competes in the feature for the top prize. The second place winner of each heat goes on to compete in the conciliation round. The losers go into one large heat called the bonus round. The winner of this heat also goes into the feature. The second-place winner of the bonus goes into the conciliation round. The feature consists of 6 cars as does the conciliation round. The winner of the feature is crowned derby champ. There are two derby champions; one each for the small and big car classes.

Winners of the first heats win \$75. The bonus rounds each pay \$25 to their winners. The conciliation round winner is awarded \$250, and the feature prize is \$500. In addition, the winners of all individual heats, bonus rounds, conciliation and the feature each receive trophies.

The cars are usually pieces of junk to begin with. Sometimes they are gifts or abandoned cars from mothers-in-law, or sometimes you can pay big money for running a hunk of junk from someone that thinks rust should be sold in cans.

My rule is not to pay more than \$150. This year we got a 1986 Buick Century for \$60, and a 1976 Chrysler Newport in excellent condition with a 400 cubic inch engine and a four-barrel carb for \$150. It only burns 2 litres of gas per kilometres. I can't figure why they stopped using this car 10 years ago.

There's a lot of work put into preparing a derby car. The cars must be stripped of windows, floor carpets, rear seats, exhaust systems, fuel tanks, inside door panels and interior fabrics. The car's battery must be relocated next to the driver in a covered box strapped to the floor and have new battery cables running to the engine. A new fuel tank (preferably an outboard motor tank) has to be mounted to the floor where the back seat used to be and fuel lines installed to the engine. All the doors and the trunk must have holes punched in them so that a chain can be

passed through to anchor them permanently shut. The hood has to have a 12-inch by 12-inch or bigger hole in it to let firefighters put out engine fires if necessary and it must be wired shut. A 2-inch steel pipe or bigger has to be slid through the drivers door to reinforce it and add to the drivers protection. Some of our own mods or mods suggested to us by veteran derby drivers are:

Cut the transmission cooling lines at the tranny and join them with a rubber hose in case the radiator is ruptured; that way you can stay mobile. Rig a start button on your dash leading from your battery positive sitting next to you to your starter solenoid; that way when you stall you can start in any gear.

Adjust your shift linkages to exclude park so you can shift up to reverse and straight down to drive. This eliminates the need to look at your shift indicators.

After your car is mechanically fit you can paint it any colour you like except white and you can paint the names and slogans of your sponsors, if you are lucky enough to have any, on it. Our cars were yellow with red lettering.

The ring in which the cars duel is small (75 metres in diameter). This prevents cars from gaining too high a speed and it lowers the amount of damage to both cars and drivers. The ring is surrounded by piles of large logs preventing anyone from driving through the crowd during the heats. Surrounding the logs is a mound of dirt about 8 feet high, which gives a nice high view of the ring for the spectators. Once the cars enter the ring a large log is placed in the entranceway by a tractor; sealing any escape. From here on in, you are on your own. Hopefully your mechanic did a good job in preparing your car.

The cars do hard battle. Some drivers use strategies to help them win. Others sort of kamikaze into anything they see; like the driver that I supported. Some cars end up in really bad shape after their first heats. Others, because of mechanical failure and a white flag signifying their surrender, leave the ring permanently with only minor dents to show that they were ever in battle. Most cars when they leave the ring with a wrecker escort are bashed all over. Their rear ends are wrapped under or through the back seat area and all the doors except the driver's door (because it is painted white and is an automatic disqualification if intentionally hit) are smashed in. The radiator is wrapped around the engine, tires are usually blown, axles are sometimes broken, steering components are bent, twisted or broken and sometimes transmissions or engines are blown or burnt.

There were as many as 30 EME pers involved in the derby this year. They were drivers and mechanics. Most were Veh Techs but one was an FCS tech. I guess we need every skill in war. We saw fit to fly the EME flag in the pit area to let the civilians know quality work was being done on our heaps of junk. Intimidation was important to our strategy.

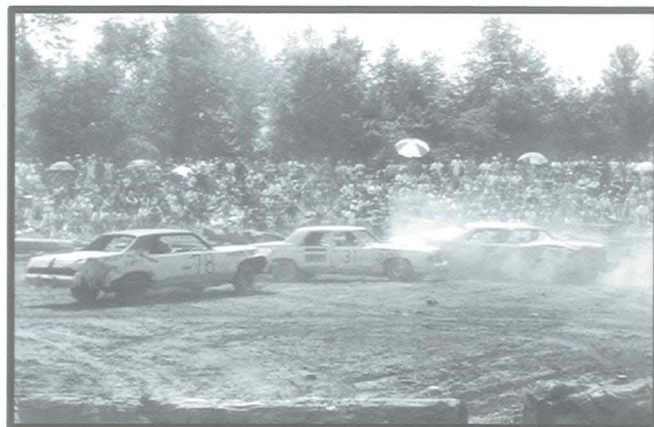
Our Buick competed in the first heat. The Buick fought furiously with a Volvo and although we beat the Volvo and went on to the conciliation round, the toll to our car was devastating. The trunk was bashed into the back seat; the passenger side doors were smashed into the middle of the car dislodging the battery box and fuel tank; the front rad and support were smashed into the Engine and an engine fire had burned all vacuum lines and plug wires. In addition, the floor was so dented that all the tires were off the ground and only one tire remained inflated.

It was hard to believe that with all that damage the car was the last car able to move in the ring. The Buick was a write off and we pulled out of the small car competition. Our big car, the Newport, destroyed a few Chevys before it was taken out by another Newport. We won the bonus round but lost our radiator in the process. We had to send our car back into action with no coolant and just the fan working on bent pulleys. That was the last I ever saw of the old girl.



The things that I, as a mechanic, liked most about the derby were the preparation of the cars, the comradery of the guys and the challenge of keeping the cars in action. I think that it was the closest I've ever come to the battlefield stress of keeping the war machines mobile with limited parts and time. The adrenaline flows through you when time is limited and you have to prepare your car for the next round even though the last round has smashed it beyond reasonable repair. My toolbox always has a ten-pound sledge hammer in it for straightening body panels. Everyone is welcome to bring their car to my body shop, my hammer is always ready.

After all was said and done, my driver Cpl Payne (Veh Tech with 2 RCHA), Cpl St. Onge (Veh Tech with 2 RCHA), Cpl Henry (Veh Tech with 2 RCHA) and myself (from 2 Svc Bn) received two trophies, some cash, and had one heck of a day. Now we have some good stories to tell and photos to show our grandkids.



Cpl Ross Payne in car 31½, June 17 2001.

## EME BRANCH TACKLES PERSONNEL SHORTAGES

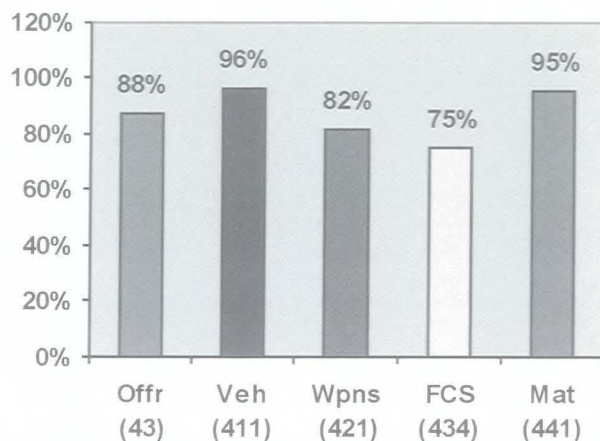
By: Maj J.Y. Carrier, DLP 7-3, NDHQ

It's been shoptalk for years of not enough technicians to do the job, but now an Army team of six people are dedicated full time to doing something about it.

Many of the EME's military occupations (MOCs) are suffering severe personnel shortages that are beginning to impact operational readiness and the availability of land forces. To address these issues, the Army created a new project staffed by three Officers and three MWOs, including one EME Major and one EME MWO (411).

The EME Branch recognised that the best way to attract new blood is to get personally involved with the issue. As such Major Jean-Yves Carrier and MWO Joe Almon are representing the Branch within the recruiting cell of the project.

The Army MOC Recovery project began its work in July with a two-year mandate. Its mission is to stimulate the recovery of distressed Army Regular Force MOCs. Within the EME Branch, distressed MOC's are FCS, Wpns, Veh trades and the Officers, (5 percent or more below approved strength). The state of the EME distressed trades, as of 01 Sep 2001, is as follows:



EME MOC Manning Percentage of PML

In recruiting, efforts will be focused on supporting attraction events that have a technical or engineering target audience. Promotion of the new NCM incentive program (CANFORGEN 082/01) and enrolment bonuses (CANFORGEN 118/01) at community colleges, universities and career fairs for EME trades by EME personnel will be co-ordinated by the project staff. Also, in collaboration with DTEP, a technical education subsidized program is being developed.

In retention, a preliminary analysis was conducted to determine why people are leaving the CF. Recurring reasons revolved around "compensation" and "job satisfaction". The retention plan will consist of two elements; transactional and relational. Transactional initiatives will impact on, if approved, pay, benefits and other tangibles while relational initiatives will affect security, equity and organizational support. While only some MOCs will be targeted for some of these measures, other measures will also be considered for application to all Army Managed MOCs.

The project will liaise directly across the CF and work closely with EME Branch staff. Discussions with the CF Recruiting Group and CF Recruiting Centres are ongoing and new initiatives are being developed. The staff has already increased the number of soldiers participating in recruiting activities at a variety of attractions and events across the country.

The staff is also reviewing many of the studies previously conducted, with the goal of developing innovative new ways to reduce voluntary attrition in the EME distressed MOCs.

To contact the EME staff on the project, call (613) 945-0307 or (613) 945-0285, or visit the Intranet site:

[Http://army.mil.ca/DLP/dlp7\\_areas\\_e.htm](http://army.mil.ca/DLP/dlp7_areas_e.htm)



# 1 GENERAL SUPPORT BATTALION ART PL CONTRIBUTIONS TO TCCCS

By: Cpl G. Cowles, 1 GS Bn

As many EME Journal readers are undoubtedly aware, the Tactical Command Control and Communications System, (TCCCS) was a huge project recently tasked to LFWA. This highly advanced radio system, known as the IRIS system has been installed in over thirteen hundred LFWA vehicles at Bldg 301. Many EME technicians will remember this building as CFB Edmonton's former Base Maintenance. These installations were made possible by the industrious efforts of many EME and civilian contractor personnel. The variety of vehicles these radios were installed in is quite diverse and several 1 GS BN personnel have not seen many of these, let alone worked on them. These vehicles include the M109A4s, M578s (ARV), Bisons, Coyotes/LAV III's, Huskys, Leopard C2 and BV206's to name but a few types.



Cpl Tellier ensures that all non-essential kit is removed from a Bison prior to modification.

The Technical Assistance Team was led by Lt Cole and WO Dumas both from 1 GS BN, and they, among other things, assigned the weekly quotas of vehicles required to be prepared for TCCCS radio installation. I worked in the Electrical Systems (ES) section led by an LCIS tech, MCpl Jones, who had a section of five personnel. The section comprised of 3 LCIS and 2 FCS technicians. The ES section was responsible for carrying out grounding, bonding and electrical system testing to stringent specifications to all varieties of vehicles. Further, the section was

responsible for carrying out upgrades to power entry panels, power supplies and circuit breakers. This work included plenty of opportunity to work in confined locations and great upside down views of the LSVW/MLVW SEV office furniture. Those work areas are not easily accessed without rearranging a few hanging support bars, jump seats and desk drawers. I noted that the use of air tools saved a lot of time removing and re-installing hardware. They also created a good draft on those hot summer days. The time saved was often spent looking for the proper adapter to make the air socket wrench work or stretching to get the blood back in the limbs that went numb.

As maintainers we enjoyed good levels of cooperation between the various sections and good morale as well. The synergy was clearly evident in the large numbers of vehicles completed by the TAT and we all shared a common purpose of updating the 30 year old army tactical communication equipment. The ES section worked alongside the materials technicians who were responsible for a variety of tasks that allowed the vehicles to be properly prepared for these IRIS radios installations. The ES section appreciated the ceaseless efforts from their vehicle technician comrades who assisted with these upgrades. A couple of technicians who did not disconnect the SEV's signals' batteries in the back of the SEV but only the vehicle batteries, made a startling observation. That was usually after a brief stream of blue sparks came off the power entry panel's hardware while they were attempting to remove it. I had the rather humbling opportunity to leave a multimeter in an in appropriate location during electrical testing between the rotating turret and stationary hull of the M578. Fortunately, another multimeter was available because the first one lost its structural integrity in a hurry. However, we did the right thing and we all spread those safety tips around the sections very quickly.

Particular contributions were made by Mat tech Cpl Brown, who with his three-man section transformed an empty workbay into a very useful and capable Mat section. The Mat technicians prepared vehicles for the bonding and grounding tests by grinding, painting, welding and completing various timely repairs.

Thanks go out to all those drivers and operators who put in the extra effort to get these vehicles ready for the installation. I am certain that many will be on a TCCCS operator course shortly because the use of the new IRIS radios did not look self-evident to me. The world's most integrated digitized command and control system is now in those vehicles, now we must learn how to use it.

## SPORTS AWARDS FOR YEAR 2000

LFQA	Golf Tournament	\$200.00
CFRETS	Golf Tournament	\$200.00
AIRCOM	Hockey Tournament	\$100.00
NCR	Hockey Tournament	\$200.00
	TOTAL 31 DEC 00	\$700.00

## SPORTS AWARDS FOR YEAR 2001

LFWA	Bonspiel	\$200.00
LFAA	Bonspiel	\$200.00
LFCA	Bonspiel	\$200.00
AIRCOM	Sports Day	\$150.00
CFRETS	Golf	\$200.00
LFQA	Golf	\$200.00
LFWA	Golf	\$200.00
CFRETS	Hockey	\$200.00
NCR	Hockey	\$110.00
	TOTAL 31 DEC 01	\$1660.00



## **202 WORKSHOP DEPOT REGENERATES 100 CREATURES**

### **The Cougar SLEP Project: Balm for the CF Budget**

By: Mr. Alain Bolduc, 202 Wksp

**Y**ou just have to replace your wardrobe, but your finances are a disaster. So what do you do? Do you break your budget by buying a single outfit at an outrageous price? No! You go wisely to a second-hand clothes shop or to a store that reconditions clothes! In one master stroke, you manage to save some money and acquire a wardrobe that exactly meets your needs. This scenario is somewhat like what the CF is going through right now. In fact, recruiting is up, military equipment is verging on obsolescence, the number of missions is growing exponentially but budgets are limited. How do we get ourselves out of this jam? Just go look at 202 Workshop Depot, where they perform wonders with virtually nothing.

Are you familiar with the Cougar vehicles? Those are the six-wheeled armoured vehicles, equipped with a 76 mm gun, which were purchased by the CF in the mid-1970s. This is probably one of the armoured vehicles with the longest record of service on humanitarian and peacekeeping missions. Naturally, time and numerous deployments have taken their toll of these vehicles, eating away at their carcasses and mechanical parts. Rather than reduce them to ashes or put them in storage with no idea what the future holds, DND decided to extend their service life with the COUGAR SLEP (Service Life Extension Program). And who are these "second hand" Cougars intended for? Militia units across Canada. And to whom was the COUGAR SLEP project entrusted? To 202 Workshop Depot, of course!

From spring 2000 and until December 2002, a team of about 35 202 WD technicians is engaged in assembling, stripping, repairing and testing the Cougar vehicles. Since the Department wants to extend the service life of the Cougar vehicles by 10 years, 202 WD must give them a dash that will optimize their performance. "Pouring new wine from old bottles", so to speak. Thus, after having dismantled the vehicle from the turret and gun down to the smallest bolt, the technicians send the Cougar's carcass to one of 202 WD's specialized facilities: the sandblasting shop. This is to strip the paint. Then, while the metal is being checked, another team goes about inspecting and repairing the various vehicle assemblies: engine, transmission, suspension, steering, tires, electronic system, etc: everything gets the treatment. Lastly, once the hull and the parts have been repainted (202 WD also has five paint shops), the team of technicians reassembles the Cougar and carries out a road test. Bingo, a new Cougar in a twinkling of an eye!

One hundred (100) vehicles will have their service life extended this way. A hundred? That's quite a number in view of the modest team assigned to the project, although since the pace of "production" kept at one Cougar per week, there are absolutely no fears about the deadlines. And the secret of this phenomenal tempo? The "work bay concept", ie, the opposite of the production line found at toy factories, for example, which, it goes without saying, is alienating and stultifying. With the "work bay concept"

the work is performed entirely by a small group of people, in other words, each Cougar is repaired from stem to stern by the same team of technicians. Thus, using this method, the vehicle technicians, weapons technicians, electronics technicians and apprentices are in a position to see how their work evolves, which is itself highly stimulating.

The COUGAR SLEP project did not spring to life as a result of a whim on the part of DND and the CF. No way. At this time, the Department is facing severe budget restrictions and, since strengths are rising, strategic plans were needed to offer provide seamless training for members. Hence the extension of the service life of the Cougars for training Militia members all across Canada. The rebuilt Cougar are light, easy to maintain and since keeping them operational has proved inexpensive, they will enable the CF to achieve substantial savings. And to cap it all, 202 Workshop Depot has taken this laudable project under its wing. Who could ask for anything more?

Eroded by time and numerous deployments, Cougar armoured vehicles no longer met the requirements of the Regular Force. The solution? The COUGAR SLEP project undertaken by 202 Workshop Depot.

The essence of the COUGAR SLEP project? A 10-year service life extension program. 202 WD technicians disassemble, strip, repair and test 100 Cougar vehicles. This is a very, very stimulating job.

From the turret and the gun to the smallest bolt, the Cougar is entirely dismantled, repaired and repainted. The photo shows a technician during assembly.

The final product! Who will inherit these "second hand" Cougars? Militia units throughout Canada.



Mr. Mohamed IKisse at work

## **EME HERITAGE PROJECT**

A new initiative for the EME Branch is underway. This project will see the creation of an EME Museum, with a collection of artifacts from individuals, Units, Areas and CFSEME on display. Fund raising efforts will be required to help cover the cost of artifact restoration and museum development.

Look for more info in future Journals and on the EME Branch Home Page.



## EME AT NIJMEGEN 2001

By: MCpl Barry Smith, CFSEME

**"Nijmegen colours, the colour is black;  
to show the world, that we are BACK!"**

This was the cadence chant from the CFSEME team as we marched four abreast up to the highest point in Holland. Our destination this day (day three) was a piece of Canadian soil known as the "Groesbeek Military Cemetery". Buried in the largest Canadian War Cemetery in the Netherlands, are 2338 Canadian soldiers from the Second World War of which 33 are known to be RCME. Situated within the cemetery is the Groesbeek Memorial, which consists of twin L-shaped buildings facing each other, separated by a lush green grass forecourt. Out of 1,103 names on the memorial, 108 are Canadian, from 36 different wartime units. In addition to the marked gravesites in the cemetery, the Memorial commemorates soldiers whom gave their lives near the end of WWII in NorthWest Europe, but have no known grave. Today, 19 Jul 01, the Nijmegen Canadian Military Contingent (CMC) will honor our war dead with a memorial service - as we have done for the past 50 plus years.

The Four Days Marches began in 1909. The participants were strictly military and had to march 35 KM a day. Once the March was completed the participants were awarded the "Vierdaagsekruis" (Four Day Marches Cross), in recognition of their proven marching skills. Civilians were permitted the following year with the first woman marching in 1913. The March was suspended in 1914 and 1915, but continued through the remainder of WWI. As we all know, the Netherlands were neutral during WWI. There were however, no marches from 1940-45. Canada became a participating country in 1946. In 1972, the Marches were shortened by 10 KM a day for three days due to high humidity; the only time in its history the Marches were modified due to weather. Weaponry was dropped from the kit list in 1973. Since 1909 the "Four Days Marches" have been and always will be an annual celebration in the Netherlands



EME was very well represented (22) at this year's Nijmegen Marches. The following EME personnel completed the Nijmegen March 2001. From left to right: Cfn Randy Desarmeau (CFSEME), MCpl Claude Tessier (CFSEME), Sgt Paul Gendre (CFSEME), MCpl Steve Talbot (CFSEME), Lt JPM Tremblay (serving with BOR-Germany and marched with his British unit) Sgt Larry Clarke (CFSEME), Col Murray Johnston (EME Col Cmdt), Cpl Terry vonStackelberg (CFSEME), Col Peter Holt (DGLEPM), Cfn Chris Lawrence (CFSEME), CWO Mike Roome (DGLEPM), Cpl Ken Kennedy (B Maint Borden), MCpl Barry Smith (CFSEME), Maj John Palmer (DGLEPM), Capt Andrew Davey (2 PPCLI), Capt Brian Cook (CFSEME), and MCpl Jeff McLeod (CFSEME).

Missing from photo: WO John Grisby (14 AES Gander), LCol Ryan Jestin (Cmdt CFSEME) and CWO Andy Dalcourt (RSM CFSEME).

So there we were, as we passed through a gigantic set of combat boots, with a huge military helmet on top, in Camp Heumensoord. This was to be our home during the Nijmegen Marches. The "Four Daagse Marches" (40km/day times four days) followed different routes each day beginning from the Camp and ending at the 'Fest Tent'. Each day the March meandered through the countryside where the towns along the route celebrated and toasted the marchers. This is a four-day holiday with continuous festive celebrations in this part of Holland. The Canadian Contingent arrived on a Sunday with the Marches beginning early

(0430) the following Tuesday. The opening ceremonies took place Monday evening with Cfn Chris Lawrence from CFSEME having the honour of marching on the Canada Flag. By the end of the week, Chris would have his picture snapped more times than the number of sandwiches there are in Holland

On day one of the March, we were introduced to cobblestone roads, and marched over the bridge that spans the river Waal in Nijmegen. The tempo of the pace had been set. True soldiers to form, we were a machine, these EME pers. We paraded in solid EME team spirit. Even the Cmdt, LCol Jestin and RSM, CWO Dalcourt of CFSEME joined us in Holland to parade in fine Esprit de Corp for a full day's walk. It is rumoured that they suffered some minor feet mutilation after having completed the 40 km of day two. During the last stretch on this day, we bonded with a German team as they attempted to overtake us. MCpl's Steve Talbot and Claude Tessier, as well as Cfn Randy Desarmeau, Cpl Terry Von Stackelberg and Sgt Larry Clarke all danced a jig and cheered with the German team as they passed us. But not for long. We, the EME machine, soon gave chase and "overpowered" this finely tuned group. Today, we came in first for the Canadian Contingent as we did again on the morrow and placed second on the last day. It was approximately 1100 hrs on day three, and we are at the Canadian War Cemetery in Groesbeek, Holland. At 1200 hrs, Col Holt, (Br Adv), the Contingent Comd, marched on the Contingent and halted us between the rows upon rows of headstones. It was an emotional experience. Padre Dion began the memorial service. It looked as though the rain would hold off. The sun broke through for just a moment, and then without warning, it started. The rain was light at first, then heavier and heavier, until there were sheets of water being forced down from the clouds. As Padre Dion finished, the rain stopped briefly, silence... a resounding clap of thunder reverberated over our heads. I am sure there were tears of emotions on many of the faces attending the ceremony. These were moments that will live forever in our hearts. The ceremony ended shortly thereafter and it was time to march the remaining 10 km back to camp. Day four rounded off with the 160 km March now completed and finished off in grand fashion with the Contingent Commander, Col Holt, presenting the members with their individual March medal and to the team, their Team medal. Finally, the 5 Km Victory March through the streets of Nijmegen. Tens of thousands of people lined the streets and cheered the Canadians as we marched past. We felt privileged to have been given the opportunity to experience such a wondrous event.

A point of note; not only did the CFSEME team finish the daily marches with fastest time twice and second fastest time once, but were also runner up for the Canadian Military Contingent Team Spirit Award.

During our week in Holland, we had the opportunity to witness some notable events and occurrences both on the march, and off. Here are the top ten highlights:

1. Hear British soldiers singing "The Airborne Donut".
2. Witness Sgt Larry Clarke losing his voice (yes it is possible).
3. Americans are not actually spread out all over the countryside; they march in a strategic order to cover as much ground as possible, concurrently, as a group.
4. Footwear is the key to comfort... I guess some people just like to wear jungle boots.
5. Sandwiches are a staple food of Holland
6. Beer is a staple supplement to sandwiches in Holland.
7. Soup at the British rest stop was excellent; soup always tastes good when you are dying.
8. Breaks are ten minutes. It takes 8 min to walk the bathroom, I'd rather have soup and take my chances, I was already wet.
9. Meet the nicest and most "desirable" local people ever.
10. Witness a 68 years young man complete his second march, Congratulations, Col Cmdt.





The following EME personnel attended the Holten ceremony. From left to right: MCpl Claude Tessier, Sgt Larry Clarke, Col Murray Johnston, MCpl Steve Talbot, Capt Andrew Davey

Groesbeek was not the only Canadian War Cemetery visited by EME personnel while in Holland. The battle for Holten began on the morning of April 8, 1945. It was house to house combat for the Canadian troops, due to the German defenses being stronger than expected. There are 1355 Canadians buried here from the 1st and 2nd Corps with 12 known RCME pers. Holten is maintained by the Commonwealth War Graves Commission and is one of three Canadian War Graves in the Netherlands.

## **REME: FROM NO WIN TO WIN ALL**

By: MCpl Rebecca Hanbidge, CFSEME HQ

**A**s EA to the REME team, I was able to be witness how hard work and determination definitely pays off.

In the 2000 Tournament, the REME hockey team made their grand debut. All of the Canadian EME teams wished them good luck; however, none wanted to be on the EME team that lost to the British. The REME team was unsuccessful in winning any of their games against their Canadian counterparts for 2000. After a year of practice and a good dose of determination and wishful thinking, they returned for the 2001 Tournament. They arrived a week early to be able to get some additional practice ice time as ice time in the United Kingdom is hard to come by and very expensive. However, luck seemed to be against them from the start.

Air Canada had lost all of their hockey sticks, a good portion of two player's gear, and the entire personal effects and hockey gear of Canadian EME exchange officer (Lt Tremblay). The team had practice ice time scheduled that evening. Thanks to the late hours of Canadian Tire and an understanding bus driver, we were able to stop by on the way back to base to pick up some necessary gear for that evenings practice.

Once the tournament began, it was clear that the

REME team had not sat idle over the time since the last tournament. Not only did they win all but one of their games; they were successful in winning the B Division championship. Two days later they were still wearing the medals they were presented and they now have a new goal: **The A division in 2003!**



## **NOTICE- EMAIL CHANGES**

### **EME Journal**

Internal: +EME Journal@CFSEME HQ@Borden  
External: dick.pj@forces.ca

### **EME Kit Shop**

Internal: +EME Kitshop@CFSEME HQ@Borden  
External: johnston.gft@forces.ca



## RESERVE TRAINING AT CFSEME

By: WO Wallie Lundell, CFSEME HQ

The history of the Reserve EME Technician can be traced back to the origins of the EME Branch in 1944. Today's Technician came through an evolution much the same as their counterparts in the Regular Force. With the inception of the Total Force in the 1990's, the training of the Reserve Tech took on a whole new concept in the ways that they would be trained. In 1994, it was decided to bring the Reserve Tech much closer to the same training as that of the Regular Force. During this transition period, it was also decided that there would only be 2 MOCs involved, the Vehicle Technician R411 (Wheeled) and the Weapons Technician (L) R421 (Small Arms). In the past, training had been held at various Units throughout Canada, but the Quality Control was restrictive. As CFSEME is the Center of Excellence (COE) for EME MOC trg, all formal Reserve tech training would be conducted at the School in Borden as well.

After a member has completed their Basic Recruit Training (BRT) and Basic Driver Training (BDT), they then complete Common EME Training (CET), which includes Branch History, role of the Branch, supply functions and numerous other tasks. Common EME Technical Training (CETT) which includes safety in the workplace, identification and proper use of hand tools and various other equipment would then follow. Both CET and CETT must be completed prior to a Reserve member attending either the Vehicle or the Weapons Technical training. With the upcoming implementation of the Land Force Reserve Restructure (LFRR), there will be significant changes in the way that the Reserves are taught. As these changes are only in the preliminary stages, there will be an update as to the future of the EME Reserve in upcoming issues of the Journal. The following is a brief, current description of each trade.

### VEHICLE TECHNICIAN R411

Reserve Vehicle Technician training is conducted at Vehicle and Explosives Company, CFSEME, Borden. Here the member begins their Qualification Level (QL) 3 training, a 3 month course, studying the basics of Automotive Mechanics, including Cooling Systems, Ignition, Electrical and Lighting, Gas and Diesel Systems, Steering and Suspension, Brakes, Exhaust and Emission Control, Power Train, Automatic Transmissions, Inspections and various other systems. Once completed, he/she

is now a qualified Apprentice. They return to their respective Units and begin a formal On Job Training (OJT) program which is conducted at a Regular Force Unit. Here their knowledge and skills are developed through "Hands On" experience. Once the OJT program is completed and validated, the member returns to CFSEME on a QL5 course (3 months) to further increase their trade knowledge and to confirm what was taught and learned in the past. After successful completion of this training, they are qualified Journeymen; much the same as a Civilian Mechanic. Subsequent trades training they may receive are QL6, Supervisor (20 trg days) and QL 7, Manager (42 trg days). These two courses are conducted at Regimental Coy and are considered Common Core training for all EME Trades, both Reg and Res that will qualify the individual from WO to the rank of CWO.

### WEAPONS TECHNICIAN (L) LAND R421

The Reserve Weapons Technician training is conducted at Artisan Company, CFSEME. The training is conducted in a similar manner as that of the Vehicle Technicians. On the QL3, the member learns the Function of Small Arms Weapons Systems (pistols, rifles, machine guns and mortars), Ammunition and Ballistics, Stripping and Assembling and various other weapon equipment used in the CF. Again, once completed, the member is now an Apprentice and again a formal OJT program is conducted with the emphasis on "Hands On" and the theory of operation. The Reservist will again return to CFSEME for their formal QL5 course (3 months) where their skills in troubleshooting problems on weapons are thoroughly tested. After this training, they are considered qualified Journeymen. Their next training cycle is a Weapon QL6, Supervisor course of 3 months designed to further develop and broaden their technical knowledge, as well as the Common EME Trg conducted at Regt Coy. The training delves into the certification to fire Foreign Weapons, Examination of Armament and Artillery pieces, Technical Reporting of Weapon/Ammunition Accidents. The final course common to all EME MOCs is the QL7 course qualifying the member to Chief Warrant Officer.

Arte et Marte

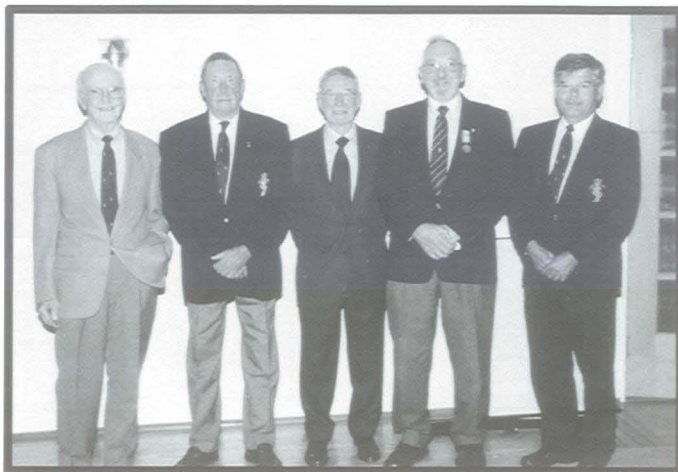
---

## CANADIAN PEACEKEEPING SERVICE MEDAL PRESENTATIONS

Three Kingston Chapter members were presented their CPSM during the past year. Presentations took place in March 2001 by BGen McKibbin and in September 2001 by Col Gillespie.

Left to Right:  
BGen (Ret'd) K. McKibbin  
LCol (Ret'd) F.W. Chapman  
Maj (Ret'd) W.W. Laird  
LCol (Ret'd) P.P. Pospisil  
Col (Ret'd) R. Gillespie

Footnote: BGen K. McKibbin was the first Comd of the RCME School, Kingston, 1946 - 1947





# **THE ORIGIN OF THE "GREEN FLASH"**

## **An EME History Lesson**

By: WO (Ret'd) L. (Tex) Leugner, CD, 12 Platoon Ex-Apprentice

**W**hen I learned that the Electrical Mechanical and Engineering Branch of the Canadian Forces had reintroduced the "Green Flash", to signify that the wearer was a new recruit undergoing basic military training I was pleasantly surprised and extremely proud.

The introduction of the wearing of the Green Flash in our Branch occurred on 12 January, 1953, when the first intake of apprentice soldiers began their formal military training at what was then known as the Royal Canadian Electrical Mechanical Engineering School at Barriefield, Ontario, near Kingston. At that time, the Green Flash signified that the wearer was a 16 year old boy selected to form what was called the Apprentice Training Program.

The program's intent was to take volunteer young men from every province and every walk of life in Canada, provide a high level of military leadership, scholastic and trade skills training, so as to ensure an ongoing supply of highly skilled soldiers who could be qualified as senior non-commissioned officers in our Branch.

The program ran for sixteen years, 1952 - 1968 and the last intake of apprentices graduated in 1968.

Although many in the Canadian Army at the time thought of us as "the kids", "the snotty noses", "the green monsters", it was this last term for which we were best known. In fact, some twelve years later, after I had attained the rank of Warrant Officer, I was proud to tell anyone who would listen that I was originally a "green monster".

The requirements were stringent. Applicants had to have attained a minimum of Grade 8 academically, be of good character and not have reached their seventeenth birthday. Applications were required to be accompanied by recommendations from a law enforcement officer, a pastor, minister, or priest and the applicant required the written consent of at least one parent or guardian. (There are some who still suggest that we received these recommendations so that we went to the army instead of to jail!)

Once selected, the young apprentice soldier was required to sign up for a seven year stretch, with an option of release after five years.

This seven year program included two full years of military, academic and trades training at the School in Barriefield. It was during this two year period that discipline was very strict, high standards of military behaviour were expected and demanded at all times and we were required to wear the Green Flash to identify ourselves as apprentice soldiers.

After our two year apprentice training stint, the passing out parade included the ceremonial "cutting of the green flash." With the green flash removed, we were no longer craftsman

apprentices, but craftsmen and were sent to our units all across Canada and overseas, including United Nations Peace Keeping Forces in Egypt or NATO forces in Germany.

Today, there may only be one or two original craftsman apprentices still serving. If so, these men would have served well over thirty years. Also today, the oldest of these men would be approximately 66, the youngest about 52 years of age. They are no longer the 16 year old boys who joined the Branch for various reasons. They are now veterans of life and long experience.

As an ex-apprentice soldier, I can say with pride, that the apprentice training program was an unqualified success. Out of 1010 original members selected in our Branch, some 690 graduated as regular soldiers. For over 30 years these ex-apprentices, who initially wore the Green Flash, formed the majority of Senior NCO's and Warrant Officers in our Branch. In fact, approximately 30 Officers also came from the ranks of the EME apprentice program.

From a personal point of view, although I served only from 1957 - 1972, I can say with all honesty and conviction, that the two year apprentice training program was the best experience of my life. It made me a skilled tradesman, a better citizen and helped to prepare me for a very successful business career. More importantly, the apprentice training program introduced me to a group of boys with whom I grew to be a man. These "boys" today continue to be my very best friends and associates.

I'm also proud to say that with few exceptions, these "boys", who became men while wearing the "Green Flash," are among some of the most successful people as civilians in Canada today.

They include business executives, writers, dentists, pilots, real estate and financial executives, ministers, authors, air traffic controllers, ranchers, plant managers, college instructors and policemen. To those young men in our Branch who today are wearing the Green Flash, we challenge you to uphold this proud tradition.

Arte et Marte

**NOTE:** The 50th Anniversary Reunion of the members of the original Apprentice Training Program will be held in Kingston, Ontario on the weekend of 19, 20, 21, 22 September, 2003. All ex-apprentices and apprentice company training officers and NCO's are welcome to attend.

For more information and costs, please contact L. (Tex) Leugner at (403) 932-7618, by e-mail at [texleug@shaw.ca](mailto:texleug@shaw.ca), or by mail at Unit 9 - 8 Riverview Circle, Cochrane, Alberta T4C 1X1

---

**Visit our Intranet Website  
at: <http://borden.mil.ca/eme>**



## EME ASSOCIATION CORNER

By: Col (Ret'd) JG Nappert

The EME Association Annual General Meeting (AGM), held in Borden on 12-13 October 2001, assembled representatives of chapters and Militia Service Battalions from coast to coast. Those present were treated to excellent briefings on a number of topical subjects. The challenge for retirees is to keep pace with changes in the Canadian Forces. Relying on the press can be dangerous. Recently I read an article that said Canada was sending ships with 2000 "soldiers" to help fight anti-terrorists in Afghanistan. The author did not know the difference between a "soldier" and a "sailor". From that moment the author had lost all credibility in my eyes.

### THE ARMY

At the AGM the Chief of Land Staff, LGen Jeffery, briefed members of the Log and EME Associations on the state of the Army. He mentioned that the nature of conflict is changing and that one of the many challenges that the Army faces was the need to adjust its culture accordingly. It is forecasted that, in the future, the Army will have to be prepared to perform missions ranging from the traditional combat operations, to peacekeeping and humanitarian missions, and this in a "three block" radius. Training will need to be adjusted. Another concern is the fact that the large number of operational tasks is stretching the limited resources available. Hence any significant requirements for Army troops to fight anti-terrorists are not possible without additional troops or adjustments to the current operational tasks. Also of concern is the lack of resources to conduct collective training. From a combat service support perspective the lack of collective training is no doubt the most critical issue. As you know, the basis for determining the maintenance load for spares and combat supplies is usage. If collective training is not done (i.e. brigade level) then the stock level in the inventory is at best dubious. The lack of O&M funding is compounding this problem. Additional government funding is the only way out of this mess and this has been the message that the EME Association, through the Conference of Defence Associations (CDA), has been passing to the Government.



Back Row (L-R) Capt F. Mailman, Maj (Ret'd) D. Hardy, BGen J. Hanson, LCol (Ret'd) L. Hellemans

Front Row (L-R) Col (Ret'd) G. Nappert, BGen W. Brewer, Maj (Ret'd) G. McCulloch, Col P.J. Holt

### JOINT SERVICE SUPPORT

Col Gervais, the Commander of a new organization called the Joint Support Group, briefed the Associations on a project called the National Military Support Capability (NMSC). The objective of the project is to create a permanent organization that will be capable of projecting and sustaining expeditionary forces globally. This new organization will have a Commander, a permanent headquarters and staff, integral support and assigned functions. Some of this support will come from contracted personnel through a standing agreement. Models for the organization have been designed. The plan is to have the organization formed by June 2003. The challenge for Col Gervais is to create and staff a new organization in times of many constraints including personnel constraints. The unfortunate events of September 11<sup>th</sup> may however bring unexpected relief to some of these existing constraints.

### THE EME RESERVE

The Branch Advisor, Col Holt, briefed the Association on the findings and strategic recommendations of the EME Reserve study completed by Maj Simeoni assisted by CWO Rest and CWO Verrault. Most of the EME Reserve issues have been known and voiced by the Association for many years. Two of the strategic recommendations that the Branch will be pursuing are: giving EME Reserves a role and the resources required for self sufficiency where practical. Secondly, focus their role primarily on the provision of integral support. These are welcome steps in the right direction. However, success will be measured with concrete actions.

### BRANCH NEWS

The annual message of the Colonel Commandant, Col (ret'd) MC Johnston, was delivered thanks to high tech. Col Johnston, who was away travelling in Europe, spoke to members about his numerous visits and happenings in the Branch via a pre-recorded sound on slide presentation. As usual it was an uplifting message that made everyone proud of being members of the EME Branch.

### NATIONAL INTERESTS

Another highlight of the AGM was the briefing by BGen (ret'd) J Hanson who painted a portrait of the different competing national interests in the world. His "Politics 101" lecture was supported by high tech Powerpoint slides (a first) and delivered in his usual entertaining style. Nobody slept during this lecture!

### NEW PRESIDENT

The AGM saw a change at the governance of the Association. Maj (ret'd) Gord McCulloch has been nominated President of the Association. He brings new ideas and a wealth of commercial experience to the Executive of the Association. Welcome aboard Gord.

One noticeable change at the AGM was the absence of some of the stalwart participants of past years like Doug Ferguson, Jules Klinec (except for a short presence) and Gord Marotte. It was not for a lack of will but the years seems to take its toll on these veterans. The information presented at the AGM was professionally rewarding. It is unfortunate that so few members within easy driving distance of Borden did not take advantage of the excellent program.

In closing I would like to thank CFSEME for the excellent hosting arrangements that made a success of the AGM. In particular, I would be remiss for not mentioning the excellent work of Capt Brian Cook and his staff. It was great to see that Cfn Cook, a "Green Monster" of the 1967 era, had developed into a competent officer.

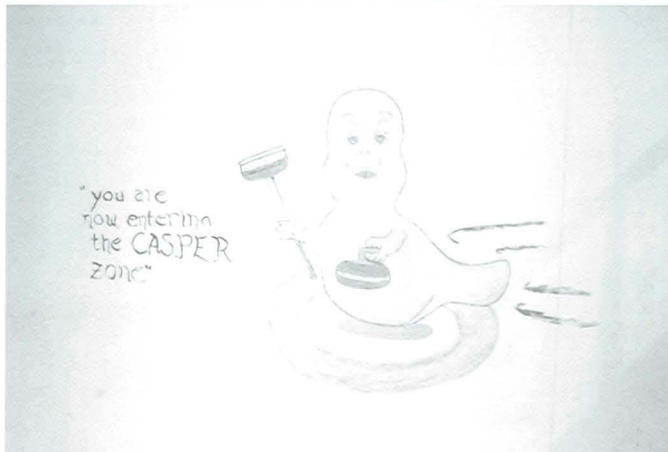


## CURLING IN THE EME BONSPIELS

### Point of View by Casper

By: Casper

When I first joined the Military, many curling seasons ago, the sport of Curling in the Military was a very integral part of the system. It was recognized by all as a sport that any one could participate, from the young to the old. You don't have to be a Wayne Middaugh to curl, remember; he was just a beginner at some point in his life. There are some curlers, and I use the term loosely, who are finding it hard to put together a competitive team of "Their" calibre. Maybe they shouldn't think so highly of themselves or at least try to mellow out a little in their retirement. The Bonspiels are more than just a competitive venue, they were and still are a very important social event. The one time a year when you see comrades from across the country, both military and civilian. The Retired members return to the family where the friendships are rekindled. There are no boundaries on the ice. That said, you could always speak your mind to anyone, just that common sense sometimes prevailed. I guess I forgot that once in a while as I was never known to be politically correct 100% of the time. Maybe about 99%? Oh well....I guess that some things will never change.



I remember when you had to have your team entered before Christmas because of the large number of teams being submitted or you wouldn't get into the spiels. Times have changed. The amount of young people that are curling in the Service is dwindling. The old, faithful retirees who used to come out every year are diminishing (heading south). In most cases the spiels have gone from 64 to 48 teams. There are also many factors that have aided in the decline of spiels. The disappearance of Service Flights, the fact that they are not called exercises anymore, the tempo of our training and sometimes the lack of support the members receive from their supervisors (Coelacanthus) and superiors (koilos akantha). These have all contributed to the decline in the participation level of the EME Bonspiels.

There are those out there that believe that curling is not a physical sport. I challenge them to come out and try it, especially if you get down to the "Dog" event in a spiel, then tell me it's not

physically demanding. I seem to remember "Rotten Ralph" leaning on his broom at Centre Ice (had to put some Hockey terms in) watching the rocks go up and down the ice and criticizing about having to sweep so much. Or was it that Chris wasn't sweeping hard enough? Didn't you have your Tu-Tu on that game or was it the Spandex? Then there is the hard part, socializing. This could be the most challenging part of the spiel for some people. Just ask Wild Bill, very good at socializing, but not too good on the ice. There are some people who even invite you to their homes at zero dark thirty for a brew and promptly retire to the basement for some R & R. How many people have faced housewives in the middle of the night, not a good thing to have happen, especially when they're not your own. Then you have guys like Tommy, he brings in the heavy weights, like Ralph, Brian, Dave etc. to try to intimidate the opposition. His teammates are almost always retired but he tells the young fellas what their ranks were when they were in. Shame on you Tom.

In the year of 2002, we, as members of the Branch should actively promote the Sport and fellowship of Curling. As supervisors we should encourage and ensure that the members are given time off to attend. Here are the upcoming Spiels for the Branch:

32<sup>nd</sup> Annual Western Edmonton Garrison Curling Club 21 - 24 February 2002

38<sup>th</sup> Annual Central Twin Rivers Curling Club Petawawa - 28 February - 3 March 2002

22<sup>nd</sup> Annual Eastern Oromocto Curling Club 21 - 24 March 2002

Plan to participate in one, two or all of the spiels or just come out to see old friends and acquaintances. If we don't support these bonspiels then this picture will have more meaning than it was originally intended to have. You can ask me sometime during a spiel what it actually means.

The eligibility requirements to enter a team or to be a spare are as follows:

all personnel, military or civilian currently employed in or attached to an EME organization, regular or reserve;

staff of CFSEME, EME affiliated NDHQ Directorates and Command staffs;

any retired EME personnel (RCEME, REME, LORE, LEME OR RCAF MSE TECH);

Sponsors and/or their representatives (EME affiliation not a necessity); and

Spouses and siblings over 18 years of age, of personnel listed in a, b, or c above.

I hope this brings some of our younger Branch members out to a Bonspiel, whether it be near or far.

Remember CURLERS DO IT ON THE ICE. Arte et Marte.

### CORRECTION

In the article, *Members of the Order of Military Merit (OMM)* on page 12 of the Summer 2001 issue, in the Commander (CMM) column, 1982 MGen E.B. Creber was missed in the printing. Apologies from the Editor to MGen Creber.



## DSVPM HELPS TROOPS AT THE FRONT

By: Col (Ret'd) MC Johnston, EME Col Cmdt

The ADM (Mat) staff in NDHQ work hard to help support field units. Most of the time things are normal, go as planned and as a result they remain invisible to the deployed units - until something changes and the situation requires quick, direct action, which gives the headquarters staff a chance to shine - as the DSVPM staff did this past summer.



Left to Right - CWO Luc Vaive, CWO Gary Gagawchuk, Col (ret'd) MC Johnston, Gerry Bernard, PO1 Sharon Rideout and Kathy Cafferty.

3 RCR Battle Group was deployed in Bosnia Herzegovina from Apr to Oct 01. As a Light Infantry Unit, its

Maintenance Platoon was not accustomed to support "A" type vehicles. As MWO Claude Couture, the ETQMS notes, "Although we had qualified technicians, on many occasions we required advice on trailers, part numbers, IOR parts to be obtained, specific equipment that needed repairs, and advice on safety issues."

"In Canada it is easy to find information on different types of vehicles and equipment, but in Bosnia we had to rely on our own resources and these were extremely limited. This was when we had to knock on DSVPM's door. They were there to support us and never questioned any of our requests. They always provided us with accurate, reliable and quick answers. For these reasons we felt that this outstanding support had to be recognised."

So the Maintainers recommended to their Commanding Officer, LCol Dennis Thompson, that DSVPM staff be awarded special recognition for their assistance to the Battle Group. When the EME Colonel Commandant came for the Battle Group medals parade, he was asked to take the certificate back with him and present it to DSVPM staff at a suitable time on behalf of the Battle Group.

On 20 Sep 01 all members of DSVPM and others who had helped 3RCR gathered together and the certificate was duly presented to CWO Luc Vaive, CWO Gary Gagawchuk, Gerry Bernard, PO1 Sharon Rideout and Kathy Cafferty.

Speaking to the group after the presentation BGen Bill Brewer, DGLEPM, noted that it was not often that ADM (Mat) assistance is recognised so directly. It was nice to see such recognition. It encourages ADM (Mat) to continue to try hard. More importantly, it reinforces the fact that everybody is on the same team and it takes all members from forward deployed troops to NDHQ staff to be a success. Well done all!

---

## EME BRANCH FUND SCHOLARSHIP AWARD

By: Carrie Noseworthy

My name is Carrie Noseworthy and I am attending Georgian College in Barrie, Ontario. I am studying to achieve my Bachelor of Fine Arts and my dream is to be an Art teacher. This year alone I have spent almost four thousand dollars on my college education. Buying books and supplies, plus paying tuition for four years isn't cheap. Having a father in the Canadian Forces means that getting a student loan is next to impossible because the family income is too high. As any family knows, though, money isn't always readily available, no matter how much the family makes.

I remember when I was a little girl and being told that I could be anything I wanted to be when I grew up. Funny that when you get older, you realize you can be anything you want to be if you can afford it. Sometimes our goals seem out of reach, but with the help of scholarships they put our goals into focus, and make them a possibility. This year I received a \$500 scholarship from the EME Branch Fund, which greatly helped out with the books and supplies I needed. It's my understanding that there were several scholarships available from the EME Branch but not many people applied for them. This year, only two were given out and I know there are many more deserving students out there.

I encourage all members of the EME Branch Fund to apply for these scholarships, and for those who are not members of the Branch Fund, I encourage you to join. A good education is probably one of the most important things that our parents can help us receive and the EME Branch Fund, through your support, can help make it happen.



Left to Right: LCol Jestin, Carrie Noseworthy, Capt Noseworthy, CWO Thomson

From the bottom of my heart, I express my sincere gratitude to the members EME Branch Fund for selecting me as one of this year's winners.



## INCREASING INTERNATIONAL ROLES FOR ATOs AND AMMO TECHs

By: LCol Brian Schaefer, DAPM

During the past year, the CF Ammunition community has undertaken a series of new international commitments, at both the officer and NCM levels, and on behalf of departmental and extra-departmental initiatives. These have ranged in length from days, to six months, and, in one case, to a full year.

The DFAIT, working to ban the use and implement the stockpile destruction of anti-personnel mines, approached DND for technical advice and personnel assistance concerning stockpile destruction. This request was referred to the Directorate of Ammunition Program Management (DAPM), the technical authority for explosives and ammunition. (Note, while the Engineer community is responsible for the clearing of mines that have been laid, the destruction of mine stockpiles is a logistical responsibility.) The assistance provided has ranged from document review through presentations, and moderation of international seminars (Argentina) to the provision of on-site technical advice and training to other countries (Honduras & Ecuador, with Peru and Chad pending). We have also been requested to consider extending our support into Eastern Europe during this upcoming year.

The Department has also supported a new peacekeeping initiative; providing an Ammunition Technical Officer (ATO) in SFOR HQ in Sarajevo. We have also recently negotiated joint storage of ammunition at Glamoc in Bosnia-Herzegovina with the British, and will be sharing the management duties with Canada filling a new ATO position for six months each year.

NATO's Partnership for Peace initiative has also resulted in increased international duties for ammunition personnel. Canada provided an ATO to provide technical advice to Albania over a one year period and an ATO and an Ammo Tech formed part of a NATO mission to the Ukraine to provide technical advice concerning the destruction of surplus ammunition and weapon stockpiles.

All of the above new tasks have been technically challenging and personally rewarding. Our ATOs and Ammo Techs have acquitted themselves well, garnering praise for Canada, the CF and the CF ammunition community. In fact, they have been so highly regarded that we suddenly find ourselves in a growth industry, with increasing calls on our services from both inside and outside the Department.

It is intended that these new international tasks form the basis for a series of articles. The first, by Capt G.J. Blaskovits, DFSEPM, formerly with SFOR HQ in Sarajevo, of which follows.

If you are interested in becoming a member of the ammunition community call: Officers -DAPM 2-3 (819-994-4758); NCMs (819-994-9457). Or contact your local ammunition section for informal information.

### ATO SFOR HQ TFBH

By: Capt G.J. Blaskovits, DFSEPM

The one and only Ammunition Technical Officer (ATO) position in Bosnia is at SFOR HQ in Sarajevo at Camp Butmir. The position title is JLCC (Joint Logistic Co-ordination Centre) Ammo within the J4 organisation. This position title is a bit of a misnomer as my primary duties were to ensure the safe storage of ammunition that is held by the Armed Forces of BiH. My secondary duties in volved assistance to SFOR units with respect to joint ammunition plans and safety.

The position was created as a result of an ammunition

accident within a Bosnian ammunition storage site in which three VRS soldiers were killed. It took this unfortunate and needless accident to bring to light the necessity for proper inspections. If safety inspections had been conducted properly, this accident could have been avoided.

To give you some background information: arising from the Dayton Accord came two very important documents, the first being the Instructions to the Parties (ITP). The ITP gave SFOR the ability to put pressure on the three Entities or Parties to uphold their end of the Dayton Peace Accord. The ITP stipulated what the Parties had to do to ensure no repercussions would follow from SFOR. The ITP covered many areas ranging from the use of training areas to the transportation of weapons and ammunition for training. My area of concern was chapter 13, which dealt with the storage of ammunition. The second document of concern was SFOR SOP 3400, which also dealt with the storage of ammunition for the Armed Forces of BiH and was used by SFOR to enforce the ITP.

Both ITP chapter 13 and SOP 3400 were very similar and both were extremely vague concerning modern safety aspects, a major tenet of which is Quantity-Distance (QD) theory. The basic idea that the larger the quantity of explosives, the greater the safety distance should be had been gravely overlooked by SFOR when both the ITP and SOP were drafted. As the first incumbent in the ATO position, I not only addressed this lack, but also the lack of proper inspections. I had many concerns as to the weapons and ammunition inspections. Some related to the lack of consistency across the AORs and MNDs (each worked independently, with differing emphases); some related to technical competency (no one trained in safety or security aspects of ammunition storage), and some related to the process. The lack of standardisation gave the BiH armies the ability to stall all matters when it came to enforcement of the ITP.

Prior to me, a British ATO from MND SW had produced an inspection form; however, it was considered to be too technical and it was never approved. This form was also too vague, in that each and every storage site that did not have any EOD concerns would surely conform. This became very clear to me during one of my very first assistance inspections with MND SE. The site inspected was considered to conform to ITP chapter 13; however, this training camp with approximately 200 recruits living on the camp was located in a city. The 50,000 kgs of explosives should, by CF regulations, be located well outside the city.

I then spent several weeks working with DAPM 2-4-3, Capt Ben Gignac, gathering all necessary publications in order to help me to amend both the ITP and SOP. The actual physical amendment process took perhaps three weeks. To have the amendments read and accepted by SFOR, ...well the process is still ongoing as I write.

The biggest stumbling block for me was the acceptance of my credentials within SFOR. It took me a good three months of putting my face into all the ammunition concerns raised by not only the MNDs but also SFOR HQ. These ranged from the consolidation of several BiH ammunition storage sites, to the infamous DU issue raised by TCNs (Troop Contributing Nations). Once I had established my credentials, the rest should have been easy; however, I was replaced and repatriated home. I hope Capt John McCallum has a very safe tour, and a productive one as well.

The ATO position, which is currently located within the J4 organisation, is being considered for relocation to the JMA (Joint Military Affairs) staff. JMA is COMSFORs right arm when it comes to the enforcement of the ITP. JMA co-ordinates all matters concerning the ITP.



## 2 GENERAL SUPPORT FIELD WORKSHOP - A CONCISE HISTORY

By: Lt D.W. Atkinson, OIC Veh & Rec Pl, 2 GS Fd Wksp

**2** GS Battalion stood up as a unit and was added to the CF Order of Battle on 05 Sep 2000. Hence, 2 Field Workshop was reborn.



In the early days of the new workshop, there was much confusion and reorganization. This new entity was striving to find its place, all the while sharing real estate and assets with the mighty Maintenance Company of 2 Service Battalion. To say that it experienced growing pains would be an understatement. However, by the perseverance of those original members, the workshop has grown into a functioning entity, capable of fulfilling its roles and tasks.

The Workshop has a Headquarters group, W&E platoon, V&R Platoon as well as a full Base workshop, comprised mostly of our civilian counterparts. As it stands, the workshop parades 126 military members as well as 38 civilian personnel.

The Workshop has already seen many significant events in the short period since its reincarnation. We have provided support to 2 CMBG (some of our troops have deployed on peace operations). We have supported reserve training and exercises and have just completed our maiden deployment as a field deployable unit.

During the first week of October, Exercise FRESH START saw 2 Field Workshop deploy, for the first time ever as a General Support Field Workshop, to the Petawawa training area to conduct and evaluate platoon level operations in a tactical environment. Although still struggling with manpower and equipment shortages, the Field Workshop did manage to conduct these operations to the same exacting standard that is expected of all EME personnel (including our Signals brethren). The new adage "do more with less" has been a way of life in the EME Branch since time immemorial. Phase I of the exercise consisted of low level training in soldier skills, as well as sub-sub-unit level operations in the specific trade groups and concluded with a range practice to complete the requisite annual PWT I.

Phase II of the exercise was a company level tactical exercise to train all members in the art of providing maintenance support in a deployed tactical atmosphere. This exercise was also conducted in the month of October. As much as this exercise demonstrated the art of operating in a tactical environment to the

new field soldier, it also demonstrated the need for clear procedures and adequate equipment and resources to effectively complete our assigned role. Many lessons were learned and everyone came away with a feeling of accomplishment on a personal as well as Workshop level. Next on the agenda is a battalion level deployment, Ex GALVANIC SHOCK, in late November this year.



Cpl Walsh & Cfn Lake man the 2 Field Workshop out route during Ex FRESH START, 02 Oct 01

As well, in order to promote ourselves to the members of 2 CMBG and CFB/ASU Petawawa, 2 Field Workshop entered a team in the annual Hose Laying Competition at CFB Petawawa. For a team that was assembled the day prior to the competition, our junior tradesmen performed remarkably. They finished in a tie for first place among military teams, and fourth overall in the competition, which saw 19 teams competing. Another fine day for 2 GS Bn and the Field Workshop.

Many challenges have been overcome since the "split" from 2 Service Battalion and the Field Workshop is continuing to make its mark, providing all the services demanded of it, be they tactical or otherwise. We plan to be around for a long time and provide the same outstanding service that all personnel have come to expect from the EME Branch.

---

## LETTER TO THE BRANCH FUND CHAIRPERSON

Dear Sir:

I would like to extend my sincere appreciation to the EME Branch Fund for selecting me as one of your Bursary Award winners. The cash award has eased the financial burden of my post secondary education in Medical Transcription at N.A.I.T., and assisted me with expensive textbook requirements.

I commend the EME Branch for the assistance extended to students and their financial needs. Again thank you for this generous award.

Sincerely,

Susan Muranetz



## THE FIFTH ANNUAL WESTERN EME GOLF TOURNAMENT

By: MWO W. Hill, ETQMS, 1 CER

The 5<sup>th</sup> Western EME Golf Tournament started at a gallop. Setbacks had us scrambling to get the event up and running, and in usual EME fashion, we made it happen. September 15 and 16 saw 100 or so Western EME golfers out on 2 glorious sunny Alberta days, doing what they do so well, participating in a golf tournament.



Left to right: LCol Tom Davis, Roy Elson and Rod McLeod

We started off with the mandatory Meet n' Greet in the Jr Ranks mess where personnel from all over the prairies gathered to wet their whistles and pick up their welcome packages, which of course included beer tickets. Everyone was elated to find out that it was a shotgun start but weren't so excited when they found out it was at 0730!

Saturday was regular stroke play format and found us bright and early at the course. After LCol Tom Davis and Cfn Del Beemer blasted off the customary first drives down fairway #1, final instructions were given and everyone was sent scurrying off to find their starting holes. As luck would have it, most of the Officers and CWO Tom Chaudar were on holes that were the farthest away from the clubhouse. They seem to be jinxed every year! That evening, players and guests were treated to a wonderful meal at the Lamplighter Lounge with compliments to cook and crew.

Sunday was a 2 man scramble based on Saturday's score. For example, a player that scored 139 on Saturday, was paired with a player that shot in the 70's on Saturday. Needless to say, they were having the game of their life on Sunday! Just to make it interesting, on hole #9, all players had to drive with a 2ft driver and on #18 all players were required to use a 5ft driver. Lots of loud 'Fore' could be heard coming down #18 as there were golf balls going everywhere!

After Saturday's game, we all gathered in the clubhouse for a frosty cold treat and the usual technical discussions of golfing techniques and whether or not graphite is better than steel, etc. LCol Tom Davis thanked the volunteers who did an outstanding job of getting the tournament together on such short notice and announced the winners. When the dust settled, MWO Jim Mackay had the game of his life and finally got his name on the trophy with a score of 79 for the low EME score on Saturday. Sunday's event was won by 2 "EME for a day pers" with a score of 71. They were part of a 5 way tie in which the winner was decided by a count-back, all the way to #16. Everyone had the opportunity to pick a random number out of a hat, which coincided with a nice prize, generously donated by local businesses and sponsors.

With another successful golf tournament under our belt, we are all looking forward to next year. Arte et Marte.

---

## 1GS BN MOUNTAIN MAN 2001

By: Sgt G.T. Coles, 1 GS Bn, Fd Wksp

Mountain Man 2001 has come and gone for another year. The weather in scenic Edmonton this year was outstanding with temperatures reaching 24 degrees. Due to the heavy workload of 1 GS Bn, only 1 team was entered into the competition. The team consisted of 4 members, Sgt John McKenzie, Sgt Gary Coles, MCpl Brent Pye and Cpl Neil Dalheim, all coming from the Field Workshop. The members of the team completed the grueling course with an average time of 7-½ hrs. The 1 GS Bn team placed a respectable 5<sup>th</sup> in the guest team category. The team started training in mid July with a rigorous program consisting of long runs once a week in the Edmonton River Valley, weight training, interval training and other activities at the members discretion. Injuries took their toll but didn't stop the guys from completing the competition.

The competition took place on 14 September at Hawrelak Park in Edmonton's River Valley. It began at 07:00hrs. The first leg was a mind boggling 32 km run with a 35 lb rucksack followed by a 3.2 km run with a 110 lb rucksack which simulated carrying a canoe. By the time all competitors finished this leg, a rest was warranted by sitting and paddling a canoe down the river for 10 kms. Trying to stay limber in the canoe was a challenge but stretching was a must and also, it gave the individual a chance to re-hydrate. The final leg was a 5.8 km run, again with the 35 lb ruck, to the finish line. In total the distance covered was a gruelling 50 kms.



Left to Right: Sgt Gary Coles, Cpl Neil Dalheim, Sgt John McKenzie and MCpl Brent Pye.

For the strong willed individuals, I recommend that you give this competition a try, but remember, it is not about coming in first or second, but completing the course with all the other competitors. Until next year's competition, ARTE ET MARTE.



## RUE COL JOHNSTON STREET

By: MWO Couture, ETQMS, 3 RCR Maint Platoon

**R**CR Battle Group was deployed in Bosnia Herzegovina from April to October 2001. During their deployment, they had the opportunity to name all streets of Camp Maple Leaf located at Zgon. Each platoon was tasked to prepare a sign that had to be erected at the end of their designated street.

Maintenance Platoon was allocated a street directly in front of the Maintenance Platoon lines. The members of the platoon were canvassed and several good suggestions were received, however, "Rue Col Johnston Street" proved more dominant and was quickly accepted by the Platoon. The plan was submitted, the artwork commissioned and the signs produced. During EME Day Celebrations, the signs were erected and stood proudly in their places on the streets.

On the occasion of Col Johnston's visit to TFBH, MCpl T.W.A. Hale (411 Veh Tech attached from 2 CER) presented the Col Cmdt with a replica of the sign that stands so proudly on Rue Col Johnston Street. The street name was the idea of MCpl Hale, who has always been inspired by the Col Cmdt's vast history and dedication to keeping the Branch spirit high.

Col Johnston has been an inspiration to the Branch for as long as everyone can remember. If there is an EME event taking place, Col Johnston was there. He could be seen mingling with the troops recounting memorable past events and happenings from over the years. His selective ear was always open for new and interesting stories that were being reflected upon. These stories

and events add to the many chapters of the Col Cmdt's database of RCME/LORE/EME history. The 3 RCR Maint Platoon was unanimous in their decision to honour our Col Cmdt with the naming of this street.

This street sign is reflective of all the hard work that Col Johnston has put into the EME Branch. His visit was an inspiration for the Battle Group EME Maintainers, who will hold memories for many years to come. Col Johnston's background in the Branch is inspirational for all junior Craftsman and Officers to follow. He has earned our utmost respect and admiration for his dedication and loyalty. Thank you Col Johnston. Arte et Marte



---

## EME AND REME EXCHANGE TECHNICIANS

By: Cpl G. Prud'Homme, Wainwright

**D**uring a conversation in late September 2000 between the AQMS WO2 Ian Dale of the British Army Training Support Unit (BATSU) and the ETQMS MWO Jim Buskell of the Western Area Training Centre Field Workshop the idea of an exchange of technicians between the workshops came to light. They felt that this would foster a closer relationship between the two workshops. This program was designed to give soldiers from other Allied Nations an opportunity to see how we conduct our business and vice versa. Exchange programs also take the fear and uncertainty out of working with other Nationalities because we soon discover that they are not that different from us. After the go-ahead approval from the two Commanding Officers, details were sorted out with respect to PT, work hours, chain of command, etc. and then suitable technicians were selected. The idea was to send two technicians from each workshop to the other for a period of at least two weeks. In November 2000, Vehicle Technicians from the WATC Field Workshop participated in the exchange program with our British counterparts.

I was one of those soldiers and would like to express my views on this exchange program. I was told to report to the British workshop and that I would be working with them for approximately 3 weeks. Upon arrival, I was given a briefing on safety and various other shop procedures and then introduced all around. I was immediately put at ease by the warm welcome I received and I said to myself, "This is going to be fun." I should tell you now, I am a French Canadian and I have not quite mastered the English language but I don't think any of these Brits have either. I soon learned some new English names for things such as petrol is gas, a bonnet is a hood, a mate is just a friend, and everything is bloody. When my British mate asked me one day for a torch, I went and set up the oxy-acetylene torch and passed it to him where he was lying under the vehicle. He said, "What is this for?" That's when I found

out what a trouble light was called in Britain. I thought you Canadian English blokes were hard to understand but not anymore.

On a more serious note, I learned a lot from my new British friends and fellow Vehicle Techs as we shared knowledge and techniques. This was a great experience for me and I would encourage anyone who has an opportunity to participate in such a program to do it. I also learned that while we might do things differently, we achieve the same results. I feel that I am a better person and technician for having participated in this program.

Note: To date there have been two exchanges that involved two technicians from each workshop.



Cpl Gary Prud'Homme



## JEEPERS CREEPERS

By: MCpl J. Allen, 17 Wing EME

This is what they called the tear down jeep demonstration at the Winnipeg Tattoo on 03 Nov 01. Nine members of the EME organizations of 2 PPCLI and 17 Wing performed this demo. The demo consisted of a skit developed to fill the time allotted by the Tattoo committee. The skit played out as a U.N. mail runner returning to base camp in his jeep when he encountered an argument in progress between four shady characters (team members dressed in costumes). Being the good Peace Keeper that he was, the driver stopped and attempted to diffuse the situation. As he approached the individuals, a few of them ran away. He tried to assess what was happening and did not notice the other individuals eyeing up his jeep. While two of the gang kept the driver occupied, the remaining six dismantled the jeep down to the bare frame. Finally, the driver suspected something was wrong, turned and noticed that his jeep was in pieces. As the thieves were now running away with various parts, he yelled at them to stop. Jeep parts were dropped in various places so the driver began to gather them up. This gave the team time to change into their uniforms. The mail driver surveyed his stripped jeep and tried to come up with a plausible excuse for his situation when along came six EME soldiers who were returning to camp from a weekend of leave. The driver asked if they could possibly help him out. The soldiers though baffled at how the drivers jeep could get torn apart like this, agreed to help and settled in to reassemble the jeep. With his jeep now in running condition the driver offered to give the soldiers a ride back to camp. The skit ended as they drove off the arena floor to the accompaniment of tremendous applause from the audience.

The skit was well performed by its team members and was thoroughly enjoyed by all in attendance. Special thanks to CFSEME Borden for the use of the jeep.



Members of the team (pictured left to right) consist of:

Cpl Ryan J.R.	411	17 Wing
MCpl Smith D.	411	17 Wing
Cpl Purcell D.	411	2 PPCLI
Cpl Grossinger J.	411	2 PPCLI
WO Osborne K.	441	17 Wing
Capt Davey A.	Maint O	2 PPCLI
Cpl Urquhart A.	411	17 Wing
Sgt Kennedy J.	411	17 Wing (missing)
MCpl Allen J.	441	17 Wing (missing)

## EX MOBILE RAM - AN EME PERSPECTIVE

By: Lt J. Coleman, 1 Svc Bn

EX Mobile Ram was a combined arms concentration of three weeks duration at CFB Suffield with units of 1 CMBG. The aim of the exercise was to conduct live fire combat team drills with LAV III and Leo C2 employing TCCCS. Col Beare, Comd of 1 CMBG, had stated that before the units of 1 CMBG were to deploy on ROTO 11, it was essential to master the combat team tactics required of the new eqpt afforded the Bde. 1 CMBG was also tasked to provide the IRF(L) and with recent events of Sept 11, we were burdened with having to cut 1/3 of the available maintainers to support the NSE of the IRF(L).

Long before the deployment phase, the CS Maint Coy had gathered whatever equipment was available in order to support the deployed elements of the Brigade in Suffield. The bulk of the FSG, which deployed for Ex Mobile Ram from 1 Svc Bn, was made up from the CS Maint Coy and was commanded by Maj KJ Hamilton, OC Maint. The advance party for the FSG departed for Suffield just before the crack of dawn 4 Nov 01. Upon arrival in the windblown plains of Alberta, those who had never been there before were in awe. Most people who were used to training in Wainwright still couldn't believe the fact that there was only one tree in a training area that covers 2600 square kilometers. The advance party setup the camp and the following day the main body of the FSG arrived in location.

The second day into the exercise was when the fun commenced. Wind mixed with snow in addition to multiple repair recovery requests from every unit within the Brigade. After the seventh triple Romeo came in within the first hour, we knew we would be busy. Thinking we would be spending most of our time

repairing the new LAV III variant on its first full exercise, we were surprised when most of the calls were for the old faithful M113. Throughout the exercise, the FSG responded to 41 repair calls including 12 APC transmissions, 3 leopard final drives and 2 LAV III differentials.



On 15 Nov there was a special event which took place that doesn't happen everyday in the career of a soldier. CWO Garry Kerr the ET/CSM of the FSG was promoted to that rank by LCol Peverly the CO of 1 Svc Bn. Also in attendance that day was the Comd of 1 CMBG, Col Beare and OC Maint, Maj Hamilton.



## OUR MEMENTOS - THE CYPRUS SCROLL

By: Col (Ret'd) M.C. Johnston, Col Cmdt

In 1985, on the 20th anniversary of Canada's part in the United Nations force in Cyprus, Josh, the 3eR22eR Maintenance Platoon's scribe wrote on a piece of teletype paper,

*"Over the past twenty years Canadian Soldiers have served in Cyprus. To remember all maintainers that worked as vehicle techs, weapons techs, supply techs, fire control systems techs, radio techs, clerks, and metals techs, we, the members of the Maintenance Platoon who served in Cyprus with the 3eR22eR from March to September 1985, decided to make this 'Maintenance Scroll'. We ask all Maintainers serving on this Island as Canadian representatives with the United Nations, to continue to sign this 'Maintenance Scroll'. Let us remember who served in Cyprus with the Maintenance Platoon."*

And sign they did. By 1993, when the Canadian Contingent to Cyprus was closed down, the Scroll was nearly twenty feet long with signatures of maintainers from seventeen rotations.



The Cyprus Scroll as displayed in the Carson Building at CFSEME. (Photo Credit: Craftsman-Apprentice Patrick Robbins)

To-day it is preserved in one of the main hallway display cases, (last on the right as you move from the main entrance toward the classrooms), in the School's Carson Building. In Cyprus it was kept on a shelf in a corner of the Maintainers' lounge in a special container, a piece of black iron pipe with red endcaps. To-day it is still in its container in the centre of the display case while a copy of it is fanned out for all to see.

The Scroll reflects the 1980s. It was a time in which the esprit de corps of Canada's Craftsmen was strong at the individual level but was weak at the branch level as we mourned the loss of our RCME name and badge. Happily it was also a time when we became refocussed and began the process of getting our name and badge back and go on to the very visible high esprit de corps that we enjoy to-day.

But how did the Scroll get from Cyprus to the display case? Therein lies a tale which started in May 1993 when I visited the Maintenance Platoon and presented them with their Cyprus medals (see page 137 of *Canada's Craftsmen at 50!*). Because the Contingent was to be closed soon after, I was given the Scroll to take home. At the airport the baggage inspector thought that I was hijacking an ancient papyrus scroll out of the country so I had to open the container up to show him that the Cyprus Scroll was much newer than that! The Swiss inspectors thought that I was bringing a pipe bomb into the country so once again I to open it up to show that it was just a piece of paper! The Air Canada pilot said that the container was a dangerous weapon so he kept it up front in Executive Class for the flight!

The following February I visited the School to talk to the QL7 course. Later I was the class's guest at a stand-up lunch in the Warrant Officers and Sergeants Mess where I presented the Scroll to the School. Prior to the presentation I had asked for several folding tables to be lined up in the centre of the lounge area. I told no one what was up and entered the Mess carrying the Scroll in its container under my arm like a swagger stick. After a short speech I opened up the container, removed the Scroll and unrolled it along the tables, the members of the audience descended en masse to find their names!

From there to the display case is history but its layout in the case shows that a lot of "TLC" went into preparing the display - reflecting once again not only the high value that our peacekeepers put on their service on behalf of Canada in foreign lands but also the high EME esprit de corps which reflects our professionalism. *Nunquam non paratus.*

---

## EME BRANCH ADVISOR MERIT AWARD

On the 26th of July 2001, Col R.A. Gillespie presented the EME Branch Advisor Merit Award 2001 to WO A.J.A. Larouche, 434 Fire Control Systems Technician (FCS), from 2 GS Battalion Petawawa





## THE HUNT FOR AN ORIGINAL REME OFFICER'S BADGE

By: Capt (Ret'd) B. Smith, RCR and Col (Ret'd) M.C. Johnston, Col Cndt

Some of you veterans may be thinking of attending the Corps' 60th Anniversary activities. Some of you may even have mislaid your REME accoutrements. Replacing these may be difficult, however, as Captain Bill Smith (REME retired) found out. The search for a hat badge for him took many months and eventually went world-wide.



Capt (Ret'd) Smith with his medals and REME accoutrements.

Capt Smith enlisted in 1943 and just missed being a REME original. In 1942 as 21 year-old civilian instructor on Military Vehicles at Ford's Dagenham factory, he was in a protected occupation and Ford ensured that no recruiting could take place on their premises. So he and several colleagues made a weekend visit to Seven Kings Essex and enlisted there. After completing his basic military training as a private soldier with the Suffolk Regiment, he was commissioned into REME from O.C.T.U. Foremark Hall Derbyshire in June 1944. Posted overseas he

served as a workshop officer Indian Station Workshop Vizagapatam, India and later in Avadi Madras until July 1947.

He immigrated to Canada in 1948 where he became a schoolteacher and taught auto mechanics at Napanee District Secondary School. Now retired he and Barbara, his wife of 54 years, continue to live in Napanee (a small Ontario town 130 miles south-west of Ottawa).

With his 80th birthday coming up in July 2001, his two brothers, Bob and Phil both ex-servicemen, decided to give him a surprise gift of a case with his service medals and wartime REME insignia mounted inside. They didn't expect any difficulties as there are several militaria outlets on Vancouver Island, British Columbia, where they live, and many more in nearby Vancouver on the mainland.

Their search for an officer's hat badge and collar dogs lasted five months and covered three continents with countless phone calls and visits to militaria stores. Finally the Internet and computer began to pay off - a 1948 hat badge from the REME Association Shop and cloth shoulder flashes and brass shoulder titles from a U.K. commercial source - but no wartime hat badge or collar dogs.

With time running out, Bob called one of his Royal Military College Classmates, Colonel Murray Johnston, the EME Colonel Commandant who made a wide sweep of his militaria collector colleagues. Finally, in late July after several weeks searching one of them, Master-Corporal Dan Ferland on the staff at the EME Branch's School in Camp Borden, found a 1942 officer's hat badge and one collar dog - in New Zealand!

Meanwhile Bob and Phil had presented the case to their brother - without wartime hat badge and collar dogs (see photo). When these did arrive they were quickly installed in the case.

Bill and Barbara have 3 children and 8 grandchildren, are very active, travel extensively and hope to attend some REME 60th celebrations. As for those missing wartime REME collar dogs - Bill had a set in a desk drawer at home!

---

## EDUCATION BURSARY/SCHOLARSHIP

The intent of this benefit is to provide financial support to Fund members or their dependants to assist in the completion of all Post Secondary Education. For 2002, the EME Branch Fund may award up to four Scholarships and four Bursaries in the amount of \$500.00 for the first year of academic post-secondary study. The amount awarded may be adjusted in subsequent years based upon revenue generated to the fund. All members of The EME Br Fund are eligible to apply. The annual competition winners will be announced annually in the second edition of the EME Journal. Applications are to be made in writing directly to the Fund Manager. In order to be considered, the application should include:

- a. the post-secondary institution that the applicant is attending or has been accepted to attend, and the field of study; and
- b. a brief description of the achievements, merits and financial needs of the candidate.

Bursary recipients will be chosen on the basis of scholastic ability, economic need, and all-round achievement. Scholarship recipients shall be chosen on the basis of scholastic ability and all-round achievement.

The annual cut-off date for all applications is 1 May 2002. Academic results as at 1 Feb are required.



## COMMON TRAINING WITH A DIFFERENCE

By: CWO Guy Roy, NDHQ

*You may wonder why you are taking EME Common Training. Well it's all designed to give us technicians some soldier skills so that we can do our job better on the battlefield. Sometimes though it can lead to a new and different kind of job which builds on that training. More importantly as this article shows, Canada's Craftsmen do indeed have the soldier skills to carry out jobs far outside of their normal employment. Tasks like this give them a chance to show what they can do. It's all part of building a strong regiment of capable, versatile soldiers.*

Colonel Murray Johnston

Last summer the Commander of the Canadian Forces Recruiting Education and Training System asked me to go to Hungary for ten months and become a Training Advisor at the new NCO Academy in Szentendre. The job description was somewhat ambiguous but Military Training is very similar no matter which country you are in. Initially I was on the road quite a lot visiting units and studying their training. This gave me a good background on their NCO training and employment. Then it was back to the Academy to study training plans. I have followed different classes on exercises to the field on many occasions and am now starting to make recommendations for changes in both content and delivery of training. Good progress has been made and they are very willing to change to be more compatible with NATO.

As opposed to relying strictly on Conscription, the Hungarian Defence Force is now recruiting volunteers on different types of contracts. They are called Contracted Soldiers. These Soldiers undergo six months of common training at the Academy in Szentendre to ensure that when they go to their new Units, they all have the same standard of training (Sound familiar?)

As a point of interest, there are presently three training establishments for NCOs, as of September 2001, all three will be combined into one here in Szentendre. The new Academy will train

most of the trades including Veh techs, Weapon techs, Logistics, Reconnaissance and Combat Arms. The only difference is that all the training is done by Officers even track maintenance.

As we get more NCOs trained, they will start to assume some of these positions. There are presently 6 Hungarian NCOs in CFB Borden taking special training and they will be instructing upon their return in March 2001.

They treated me very well at the Academy, I enjoyed certain privileges that other NCOs didn't have but with time this to will change. I lived in an apartment north of Budapest and had all the basic requirements (TV, VCR, Microwave, and Internet Service). I was 5 Km from the Academy and 15 Km from center town Budapest.

I spent the holidays with my family in Borden and my wife and youngest daughter came to visit me in April. That was all the leave that I took until my return to Canada in June 2001.

As I finished writing this article (Spring 2001) Chief Don Butterworth was nominated to replace me. Looking back on my time in Hungary I realize what an interesting, different and challenging it was. Arte et Marte

Photo: CWO Guy Roy with a group of Hungarian NCO-Trainees at the Academy in Szentendre.



### EME BRANCH (AREA) REPS

POSITION	NAME	POSITION	NAME
NCR	CWO G. Roy	LFWA	WO. R.E. Smith
AIRCOM	CWO H.A. Rerrie	LFQA	Maj N. Eldaoud
LFCA	Cpl A. Wallace	LFAA	Capt J.M. Charest
EME (A) PRESIDENT	Maj (Ret'd) G. McCulloch	CFRETS	CWO A.C. Dalcourt
RCEME (A) PRESIDENT	CWO (Ret'd) A.E. Rest		



# MINUTES OF EME BRANCH FUND BOARD OF DIRECTORS MEETING

## 21 - 22 AUGUST 2001

EME BRANCH FUND EXECUTIVE BOARD OF DIRECTORS (BOD) MTG  
HELD IN THE CONF RM B MAINT VALCARTIER 21-22 AUG 01

Chairperson: Col P. Holt, Br Adv and Fund President

Members: LCol K.R. Jestin, Chairman Admin Committee  
Maj N. Eldaoud, LFQA Rep  
Capt J.M. Charest, LFAA Rep  
CWO E.A. Thomson, Br Adj  
CWO H.A. Rerrie, AIRCOM Rep  
CWO J.G. Roy, Br CWO  
CWO A.C. Dalcourt, CFRETS Rep  
MWO J.R. St-Jean, LFWA Rep replacement

Secretary: Ms A.M. Sturgess

Absent: WO Smith, LFWA Rep  
Cpl A. Wallace, LFCA Rep

Attendees: A. Newman, 5 Bon SG  
A. Price, 5 Bon SG  
WO J.R.F. Vandal  
Cpl Diaz-Pacheco, 5 Bon SG  
Cpl Vachon, 5 RALC  
Cpl Gagnon, 2 R22R  
Sdt Prince, 5 Bon Svc

### INTRODUCTORY REMARKS

1. The meeting was called to order at 0820 hrs 21 Aug 01.

### OPENING COMMENTS

2. Col Holt welcomed all in attendance. This meeting would be held over a two day pd of morning sessions only.

### REVIEW OF PREVIOUS MINUTES

### ACTION BY

3. Para 15 Button Campaign. The Branch Adjutant's office will try to have the buttons ready for the next BOD meeting so distribution can take place well in advance of 15 May celebrations. A design will be forwarded to all Representatives in advance of the buttons being made. Br Adj
4. Para 16 Audit Board. The Audit Board for this year has not happened yet. It will sit in September and give a report at the next meeting. Maj Eldaoud  
CWO Roy
5. Para 24 RCEME Gates. Conversation with CFB Kingston is ongoing in regards to who will pay for the repair of the Gates. It may be done this time by Kingston but we will have to put in place a contingency plan as the Gates will require re-pointing approximately every 10 years.
6. The Admin Committee will continue to pursue the "Heritage" designation for the Gates. Admin Cmte
7. Para 32 Benefits for Branch Fund Members. Benefit will be placed on the Branch Web Page so that they are printable for posting in Workshops. Br Adj  
Br Adj
8. Para 33 Intranet Web Site. The EME Branch has a new Intranet Web Site available at [http://borden.mil.ca/eme/index\\_e.htm](http://borden.mil.ca/eme/index_e.htm). It is still under construction. The Internet Site should be up and running by late Sep.
9. Minutes accepted by Maj Eldaoud and seconded by MWO St-Jean.

### FINANCIAL

10. Budget Update. LCol Jestin presented the Update of Budget as of 31 Jul 01. Shortcomings in Revenue specifically in membership dues were brought to the Boards attention.
11. Educational/Short Term Loans. CWO Rerrie stated to Area Reps that is now up to them to get the word out to their people that these Loans are available through the Admin Committee. All



11. Prêts d'études/de courte durée. L'adjuc Reirie explique aux représentants des Secteurs qu'il leur appartient de préciser aux gens de leur Secteur qu'ils peuvent obtenir des prêts par l'entremise du

Comité admin.  
Tous

12. Assurance. Le Icol Jestin explique la politique d'assurance du MDN. Tous les CD de la Branche sont couverts par l'assurance du MDN à condition que la base de données soit à jour. M. Sanderson qui a érigé le monument du 50<sup>e</sup> anniversaire l'a garanti pour la vie. Toutes les sommes affectées à l'assurance

des artefacts et du monument ne figureront plus dans le budget de 2002.

### SOUTIEN DES CÉRÉMONIES NATIONALES DU GEM

13. Le Icol Jestin fait état de la demande d'aide financière de Kingston pour les cérémonies du Jour du Souvenir et de la demande d'aide financière destinée à la célébration du Jour du GEM dans les théâtres d'opérations.

14. Le col Holt et l'adjuc Roy font état de la participation du Cons Br, de l'Adjuc Br et du Col Cmdt. Ils précisent que le rassemblement de la Branche à la guérite du GEMRC est devenue une tradition.

15. La guérite du GEMRC est un monument dédié à la mémoire de tous les militaires du Corps du GEMRC qui sont morts au service du Canada. Le col Holt évoque l'importance historique de la guérite et précise que Kingston a vu naître la Branche du GEM. On propose que le rassemblement de notre Branche le 11 novembre ait lieu à Kingston. L'École a accepté d'envoyer un contingent composé de membres du personnel et de stagiaires.

Comité admin

16. On discute de l'opportunité de faire appel à la chaîne de commandement pour recevoir des fonds et du soutien. Le Cons Br et le Col Cmdt examineront la question et la feront soumettre à l'examen du CEMD.

Cons Br

17. Tous conviennent que nous devrions contribuer au financement de la réception suivant le rassemblement du 11 novembre à Kingston. L'affectation d'une somme de 250 \$ a été approuvée pour cette année.

### PRÊTS ET SUBVENTIONS

18. Une liste et un état de situation des prêts jusqu'à maintenant sont présentés au CD. Le maj Eldaoud donne plus de précisions pour chaque Secteur et indique aux participants comment et pourquoi les prêts ont été accordés.

Le Comité admin enverra la liste aux représentants des Secteurs.

Comité admin

19. Le Icol Jestin fait état d'un cas de subvention/prêt qui doit être revu. On décide d'accorder à la fois un prêt et une subvention pour alléger le fardeau financier de l'intéressé.

20. De plus, le Comité admin se voit accorder l'autorisation de convertir en subventions jusqu'à 20 % du montant des prêts, tous les ans.

### BUDGET DE 2002

21. On présente le budget de 2002. On rectifie le manque à gagner pour 2001. Le Cons Br ajoute que le nouveau compte « patrimoine du GEM » doit figurer dans le budget de l'an prochain, car le projet prendra de l'expansion et il faudra assurer le suivi nécessaire

22. Le Cons Br fait état de nos dépenses courantes. Il dit que le Fonds nous a aidés dans le passé et aujourd'hui. Certains se disent préoccupés du fait que nous ne soyons pas axés sur l'avenir. Les participants n'arrivent pas à s'entendre sur la manière dont nous pourrions appuyer la Branche en prévision de l'avenir. Les représentants doivent demander à tous les cotisants comment ils envisagent notre avenir et comment nous, comme administrateurs du Fonds de la Branche, pouvons apporter notre soutien.

Tous

Le Comité admin doit trouver des moyens de susciter de l'intérêt envers le Fonds et en rendre compte.

Comité admin

23. On mettra la dernière main au budget au cours de la deuxième séance de la réunion, car il reste à discuter de bon nombre des avantages des membres.

24. La séance est levée à 12 h 45, le 21 août 2001 (première journée).

25. La réunion reprend à 8 h 5, le 22 août 2001

### MANDAT

26. On reparle des difficultés qu'éprouvent les représentants des Secteurs à obtenir de l'aide financière pour assister aux réunions et à transmettre l'information sur la Branche à toutes les unités de leur Secteur. (Voir le para 44.)



27. Le représentant du C Air demande si on pourrait profiter de l'exercice Bluebell pour faire une séance d'information ou un briefing à l'intention de la Branche. Le Cons Br confirme qu'il est important de renforcer l'importance du Fonds de la Branche à l'occasion de l'exercice Bluebell. Le Cons Br et l'Adjuc Br verront ce qu'ils peuvent faire à ce sujet. Cons Br et Adjuc Br

28. On s'entend sur le mandat des représentants des Secteurs. Le Cons Br rédigera une lettre à l'intention des CCEMAT pour expliquer les chaînes de commandement dans les Secteurs. Cons Br

#### MUSÉE

29. On fait le point sur les discussions antérieures en rapport avec le patrimoine du GEM. Le Capt Adj Br présente l'énoncé de vision et les objectifs du projet pour veiller à ce que tous les échéanciers soient respectés.

30. Le col Holt insiste sur l'importance d'associer à ce projet l'Association du GEM, l'Association du GEMRC et le secteur public. Nous devons recruter à cette fin le président du Comité du musée.

31. On décide de formuler l'énoncé de vision de la manière suivante : « Permettre de faire connaître l'histoire du GEM. Pour ce faire, recueillir, conserver en bon état et exposer des artefacts, des photos, des livres et d'autres documents ainsi que du matériel intéressant la Branche du GEM et le Corps qui l'a précédée. » Tous les membres conviennent qu'il s'agit du premier énoncé de vision en rapport avec ce projet. Le Cons Br veillera à ce que la question soit abordée au Sénat du GEM, à la conférence de l'Association du GEM et au groupe de travail des Cmdt Bon Svc, à l'automne.

32. On insiste sur le fait que tous les membres de la Branche doivent participer à ce projet patrimonial et on insiste également sur l'importance d'informer tous les membres des progrès réalisés, par l'entremise de la Revue et du site Internet du GEM.

33. On communiquera avec tous les Secteurs pour établir une liste permanente des artefacts de leurs unités. Le projet patrimonial inclura le partage d'artefacts d'autres Secteurs et du CD de l'EGEMFC. Capt Adj Br

34. Le Rep C Air insiste sur le fait qu'il est temps, pour le CD, de se détacher de ce projet et de le confier au Comité du musée. Il est important que les membres du Fonds de la Branche du GEM soient conscients que le Comité s'occupera du financement et qu'aucune somme ne proviendra du Fonds, sauf si une proposition pertinente est soumise et approuvée par l'entremise du CD.

35. Témoignages de sympathie en cas de décès. Le Capt Adj Br présente les observations du Comité admin sur cette dépense. Les montants attribués semblent suffisants jusqu'à maintenant. Le Comité admin va continuer d'exercer un contrôle et fera état au besoin de problèmes d'argent. Comité admin

36. Prix pour activités sportives. On indique comment l'argent a été utilisé en 2000 et 2001. On souligne qu'il faut communiquer cette information aux membres pour qu'ils sachent comment leur argent est effectivement utilisé.

#### TIRAGES/PRIX POUR LES MEMBRES

37. Il est important de poursuivre ces tirages qui constituent un incitatif à se joindre au groupe, et l'idée de tirages centralisés est super.

38. On convient que huit tirages seront effectués au cours des activités suivantes de la Branche du GEM : tournoi de golf du SOFT (sept), tournoi de hockey du SREIFC (déc), bonspiel du SOFT (fév), bonspiel du SAFT (mars), bonspiel du SCFT (mars), BlueBell (mai), tournoi de golf du SREIFC (août), tournoi de golf du SQFT (août). À chacune de ces occasions, on fera le tirage d'un montant de 150 \$ en espèces et d'un certificat-cadeau de 100 \$ du magasin de fourniment. Tous les membres en règle seront admissibles aux tirages.

39. Le Rep C Air propose que l'on fasse paraître une annonce dans tous les journaux des bases pour que l'information soit transmise à tout le personnel de la Branche du GEM partout au Canada. On répète que la transmission d'information est essentielle au succès du Fonds de la Branche et à la réalisation de ses objectifs. Le Cons Br accepte de discuter de la question avec le DGAP. Cons Br

40. Modification des statuts. Le Comité admin veut que ce point soit abordé, car une révision complète des statuts est nécessaire. Le Cons Br demande au Comité admin de préparer les modificatifs aux statuts et de les soumettre à l'examen des membres du CD avant la prochaine réunion pour qu'ils puissent en prendre connaissance et obtenir la rétroaction des membres de leur Secteur. Comité admin

41. Bourses d'entretien et bourses d'études. Il y a eu 4 récipiendaires cette année. Caroline Noseworthy (SREIFC) et Jonathan Mailman (SAFT) ont mérité les bourses d'études de 500 \$. Susan Muranetz (C Air) et Shelley MacLean (SAFT) ont mérité les bourses d'entretien de 500 \$. Capt Adj Br

42. Budget de 2002. Approuvé (voir l'annexe A).



43. Capt Charest. Le capt Charest propose que le CD soit officialisé par l'envoi d'une lettre du Cons Br aux représentants supérieurs des Secteurs et des formations. On pourrait éliminer certains des problèmes de communication et de financement si le CD avait en main un document précisant que les représentants doivent assister à deux (2) réunions et s'acquitter de la tâche qui leur est confiée en rapport avec le Fonds. Le Cons Br doit envoyer un communiqué ou un message. Cons Br
44. Adj Vandal. Les adresses de certains membres ne sont pas exactes, ce qui a notamment posé de nombreux problèmes lors de la campagne de vente de boutons auprès des membres du SQFT. Le CaptAdj Br précise que toutes les adresses proviennent de PeopleSoft et que ce sont les plus à jour que nous ayons. Le bureau du Capt Adj Br enverra les listes d'adresses en septembre 2001 aux représentants des Secteurs pour que ceux-ci les vérifient. Capt Adj Br
45. Adjum St-Jean Prêts d'études. Tous les représentants des Secteurs doivent être au courant des demandes et des octrois de prêts et de bourses d'études dans leur Secteur. Cette information aidera au recrutement des membres. Membres à vie à la retraite. Il faut s'assurer que tous les envois sont postés chez les membres à la retraite, car il est difficile pour les représentants des Secteurs de faire des envois à des adresses civiles. Revue. Les intéressés voudraient que l'on vérifie la qualité écrite de leurs articles, qu'ils soient publiés ou non dans la Revue. Le Capt Adj Br indique que s'ils ne sont pas imprimés, les articles seront publiés sur la page d'accueil Intranet de la Branche du GEM. De plus, le Capt Adj Br enverra une lettre de remerciements à toutes les personnes qui auront soumis un article. Capt Adj Br
46. Adjuc Rerrie ST. On a commencé à avoir des problèmes en rapport avec le financement des réunions du CD. Le Cons Br fera des démarches pour savoir si des fonds sont disponibles pour le CD. Cotisations des sgt/adj. Le montant de la cotisation par délégation de solde (DS) n'est pas un montant pair. La DS est fixée à 1,33 \$, mais si ce taux est utilisé, le membre accumule des arrérages de cotisation même si la délégation est effectuée. Le lcol Jestin précise que les cotisations sont calculées conformément à l'O AFC 27-8, mais le Comité admin vérifiera de nouveau et donnera des précisions à la prochaine réunion. Attributs. Certains membres qui sont dans les FC depuis un certain temps et qui désirent devenir membres du Fonds demandent s'ils peuvent obtenir une réduction du coût des attributs. Le Comité admin examinera la question et donnera des précisions à la prochaine réunion. Cotisations des civils. Des civils demandent encore s'ils peuvent devenir membres du Fonds. Le Comité admin consultera les responsables d'autres fonds en la matière.. Cons Br  
Comité admin  
Comité admin  
Comité admin
47. Un participant fait remarquer que certains membres de la Branche pourraient souhaiter faire un don au Fonds et demande s'il existe un code d'affectation en pareil cas. Le Comité admin cherchera à déterminer si un nouveau code d'affectation peut être établi pour des dons et des prêts. Comité admin
48. Col Holt. Le col Holt remercie tous les participants qui ont assisté les deux jours à la réunion du CD, et souligne que la participation des représentants locaux est essentielle à l'efficacité des décisions du CD.
49. La séance est levée à 12 h 10 le 22 août 2001. La prochaine réunion aura lieu à la BFC Edmonton les 21 et 22 février 2002. On demande la participation d'un représentant de chaque unité d'Edmonton. Le C Air confirmera s'il y aura un représentant de Cold Lake. Au nombre des représentants, il doit y avoir des cotisants et des non-cotisants au Fonds. Rep SOFT, CAir et CaptAdj Br

Le président du Comité admin  
Lcol

K.R. Jestin

Le Capt Adj Br  
Adjuc

E.A. Thomson

Le président du Fonds  
Col

P.J. Holt

Annexe :  
Annexe A Budget du Fonds de la Branche du GEM de 2002

Liste de distribution

Tous les membres  
Tous les participants

**La date de tombée pour publication  
dans le prochain journal GEM est le 29 avril 2002**



# UN BUNKER SUR LE PLATEAU DU GOLAN

par le major-général (ret) Donald Gray



Colonel Murray Johnston à la plaque dans l'abris des transmissions au camp Ziouani au Plateau du Golan

*Ceux qui ont visité le bunker du camp Ziouani sur le plateau du Golan ont peut-être remarqué la plaque qu'on a installée à l'entrée de la structure afin de commémorer l'ouverture du bunker en 1986. Beaucoup se sont demandé pourquoi on avait installé cette plaque; j'ai découvert qu'il s'agit là d'une histoire intéressante, qui reflète un véritable désir d'aider les soldats en première ligne de quelque façon que l'on puisse et où que l'on soit.*  
*Le colonel Murray Johnston*

Depuis 1974, le Canada maintient en poste une unité de la taille d'une compagnie sur le plateau du Golan. En plus d'assurer l'efficacité de l'unité, dont les tâches sont principalement de nature logistique, l'une des principales préoccupations des commandants a toujours été de veiller à la sécurité de leur personnel. En fait, les membres de cette unité ont toujours relevé du commandement et du contrôle des Nations Unies à tous les égards.

L'ONU craignait particulièrement que les Syriens passent par le plateau pour livrer contre Israël une attaque par blindés ou que les Israéliens envahissent la Syrie en empruntant le même chemin en sens inverse. Comme l'ONU ne pouvait pas prévenir une telle éventualité, elle avait choisi de laisser les Casques bleus en place dans la petite base à découvert, qui se trouvait sur l'axe principal d'une éventuelle attaque de part ou d'autre. Je me rappelle que l'ONU avait fourni au personnel de la base un grand nombre de contenants métalliques semblables à des bidons d'huile, à raison d'environ un bidon pour sept personnes. Le commandant canadien sur place alors n'était pas du tout heureux de cette mesure et tenta maintes fois de convaincre l'ONU de fournir à ses soldats quelque chose d'un peu plus solide que ces contenants, mais en vain.

Après avoir épuisé ses possibilités de recours auprès de l'ONU, le commandant en question prit le seul moyen qu'il lui restait. Il envoya un message au Quartier général de la Défense nationale à Ottawa afin d'obtenir de l'aide. À cette époque, j'occupais le poste de Chef - Construction et immeubles (CCI).

En étudiant la question à Ottawa, nous avons constaté qu'il y avait plusieurs obstacles à surmonter. Comment fait-on

pour protéger une centaine de soldats (munis de leurs seules armes personnelles), alors qu'une bataille de chars de combat principal se déroule autour d'eux? Et à supposer qu'il y ait une solution, d'où proviendraient les fonds nécessaires à la construction d'une quelconque structure? Parmi les décisions découlant de la première question se trouvait la réponse à la deuxième question.

La 1<sup>re</sup> Unité du Génie construction (Winnipeg, Manitoba) a été chargée de trouver une solution. La seule contrainte : trouver la solution la moins chère possible. En résumé, la 1 UGC a examiné les lieux, puis a procédé à une recherche documentaire afin de trouver un type de structure à même de résister à des tirs d'obus (peut-être nombreux) de chars de combat principal et de protéger les troupes à l'intérieur du bunker durant plusieurs jours. Bien sûr, le *US Army Corps of Engineers* avait déjà étudié un problème de ce genre et publié les résultats de ses recherches. On a donc conçu un modèle, établi des plans et effectué une évaluation des coûts pour la construction d'un bunker en béton armé recouvert de grosses pierres du pays.

On a estimé qu'en embauchant un fournisseur local et en confiant la supervision du projet à un officier du génie militaire et à un commis au génie MR, le bunker coûterait 400 000 \$ ou environ deux sous par contribuable canadien. Puisque le CCP pouvait à l'époque autoriser l'engagement de dépenses de l'ordre de 500 000 \$, on a approuvé le projet et donné les ordres nécessaires. Il n'y a aucun doute que c'est l'ONU qui aurait dû payer, mais mon expérience à divers égards me disait alors que, dans un cas comme celui-là, il serait probablement plus facile de se faire pardonner après coup que d'obtenir une approbation au préalable. Nous sommes donc passés à l'action.

J'avais presque oublié ce projet jusqu'à ce qu'on m'invite à assister à l'ouverture du bunker au sommet du plateau du Golan environ un an plus tard. Ayant pu accepter l'invitation, j'ai pris la route du Moyen-Orient en juin 1986 afin de voir ce bunker d'aspect original, fait de béton et de pierre.

Quel plaisir ce fut! Ce n'était qu'un tas de roche, mais la structure était solide et elle offrait une bonne protection et un confort acceptable. On avait prévu un défilé de quelques soldats canadiens qui n'étaient pas en service à ce moment-là, suivi des inévitables discours et d'un déjeuner tous grades organisé par le fournisseur. Mais voici que nous arrivons au point essentiel de l'histoire.

Après le déjeuner, on m'a demandé de dévoiler, à l'intérieur du bunker, une grande plaque de laiton fabriquée et offerte par le fournisseur. Je suis fier des militaires canadiens qui continuent de servir sur le plateau du Golan durant cette époque difficile. Je suis également heureux d'avoir contribué quelque peu à les aider et à assurer leur sécurité.

## BOURSE D'ÉTUDES ET DE PERFECTIONNEMENT

<b>Bourse</b>	Caroline Noseworthy	SREIFC	\$ 500.00
	Johnathan Mailman	SAFT	\$ 500.00
<b>Bourse d'études</b>	Shelley MacLean	SAFT	\$ 500.00
	Susan Muranetz	SOFT	\$ 500.00
		<b>TOTAL</b>	<b>\$2000.00</b>



## LA BIBLE DES LICKISS

par le col (ret) M.C. Johnston, Col Cmdt du GEM

Par un calme samedi matin de novembre 2001, l'artisan Beemer, accompagné de l'adjuc Reg Murphy, présentait à M. Vance Lickiss et à ses soeurs, Brenda et Myrna, une petite bible qui semblait tout ce qu'il y a de plus ordinaire. Et pourtant... Cette bible était allée outre-mer au cours de la Seconde Guerre mondiale et maintenant, presque soixante (60) plus tard, elle revenait finalement à son point de départ, avec la collaboration d'artisans du Corps des REME et de la Branche du GEM des deux côtés de l'Atlantique.



Au Mess des officiers des REME à Bordon, en Angleterre, le Icol (retraité) Bob Collins donne le coup d'envoi au voyage de la bible des Lickiss en la remettant au maj Bob Eddy (GEM) en présence du maj Dave Wu (GEM).

L'artisan Glendon Lickiss, fils de M. et M<sup>me</sup> R. W. Lickiss, de Retlaw, en Alberta, a servi dans le GEMRC (l'actuelle Branche du GEM) durant la Seconde Guerre mondiale. Avant son départ outre-mer, ses parents lui ont remis une bible dans laquelle ils y avaient inscrit son nom. On l'a d'abord envoyé dans la région de Bordon, en Angleterre, où il a servi dans la 1 Canadian Servicing Unit, formée à la fin de 1943 pour effectuer des inspections, collaborer à la maintenance au niveau de l'unité et assurer les réparations de première ligne de l'équipement des quelque 500 unités de l'Armée canadienne auxquelles n'était rattaché aucun membre du personnel du GEMRC. L'unité était initialement répartie en plusieurs sections mobiles entièrement équipées, chacune disposant d'un certain nombre d'unités se déplaçant avec leur unité intégrée. Elle a connu beaucoup de succès au cours de la campagne du nord-ouest de l'Europe, comme en témoigne son volume de travail : 13 000 inspections ou réparations.



Au haut-commissariat de Grande-Bretagne à Ottawa, le brigadier Day fait passer la bible des Lickiss des mains des Britanniques à celles des Canadiens en la remettant au colonel Peter Holt, conseiller de la Branche du GEM.

Pendant son séjour en Angleterre, l'artisan Lickiss s'est lié d'amitié avec la famille Collins, à qui il a laissé sa bible avant de quitter le continent avec son unité à l'été 1944. Il n'est malheureusement jamais revenu, puisqu'il est mort le 15 octobre

1944, à l'âge de 30 ans, et inhumé au cimetière militaire d'Adegem en Belgique.

Sans que sa famille éplorée le sache, les Collins ont conservé précieusement la bible. Leur fils, alors un tout jeune homme, s'en souvient. Aujourd'hui retraité, le lieutenant-colonel Bob Collins travaille à la Defence Transport & Movement Agency à Andover. Depuis un certain temps déjà, il se disait qu'il faudrait remettre la bible à un parent survivant de l'artisan Lickiss, si quelqu'un de la famille était intéressé à la conserver, mais que si on ne trouvait personne, elle devrait peut-être être confiée à un musée militaire approprié.

C'est ainsi qu'en avril 2000, il a contacté la Légion royale canadienne pour tenter de retrouver des parents survivants de l'artisan Lickiss, mais il n'a obtenu aucune réponse positive. À peu près au même moment, l'adjudant-chef Reg Murphy (GEM), gestionnaire du cycle de vie du matériel (conteneurs maritimes) des Forces canadiennes, s'est rendu en Angleterre. Lors d'une rencontre avec Collins, celui-ci lui a parlé de la bible de l'artisan Lickiss et Murphy lui a offert son aide.

À son retour au Canada, il a communiqué avec le colonel Murray Johnston, colonel commandant de la Branche du GEM, et lui a raconté l'histoire. Johnston n'a pas tardé à retracer un parent de l'artisan Lickiss, son neveu M. Vance Lickiss de Calgary qui, après avoir consulté la famille, a demandé que la bible leur soit rendue.

Johnston a alors communiqué avec le colonel Richard Peregrine (REME), colonel régimentaire des REME, et avec le major Bob Eddy (GEM), qui participait à ce moment-là à un échange à titre d'instructeur à l'EGEM. Cela a été le départ d'une longue série de transferts de la bible, qui est passée successivement entre les mains d'artisans des REME et du GEM et d'autres personnes, des deux côtés de l'Atlantique.

Eddy a ensuite communiqué avec Collins et, par un dimanche après-midi ensoleillé de juin 2000, la bible lui a été remise. Il l'a transmise ensuite à Peregrine, qui l'a fait parvenir au major Ian Rogers (REME) qui participait à un échange à Ottawa et qui, à son tour, la remise au brigadier Chris Day au haut-commissariat de Grande-Bretagne à Ottawa où, lors d'une cérémonie officielle toute simple, en octobre, la bible s'est retrouvée entre les mains du colonel Peter Holt, conseiller de la Branche du GEM. Désireux de mener le projet à bonne fin, Holt a demandé à Murphy de se rendre à Calgary et de remettre personnellement la bible à la famille de l'artisan Lickiss.

C'est ainsi que le samedi 17 novembre 2001, l'artisan Beemer et l'adjuc Murphy se sont rendus chez les Lickiss, à Calgary, pour leur remettre la bible. Presque soixante (60) ans plus tard, la bible est rentrée à la maison, saine et sauve et, ce qui est peut-être plus important encore, la famille a pu clore le chapitre douloureux de la perte de l'un des leurs subie de nombreuses années auparavant.

Les nombreux artisans qui ont participé à ce projet ont là un autre exemple des bienfaits que procure la camaraderie à travers le monde. Arte et Marte! Nunquam Nonparatus.



Au domicile des Lickiss, à Calgary, en Alberta, l'adjuc Reg Murphy met un terme au voyage de la bible en la présentant à trois proches de l'artisan Lickiss, son neveu M. Vance Lickiss et ses deux nièces Brenda et Myrna Lickiss.



# PLAN DE GESTION STRATÉGIQUE DE LA BRANCHE DU GEM

Par le col P.J. HOLT, CD, conseiller de la branche GEM

## INTRODUCTION

1. La planification stratégique permet à la haute direction, dans ce cas-ci le sénat du GEM, de guider le personnel du GEM sur la façon de faire face aux difficultés présentées par les changements humains, économiques et technologiques qui se produisent dans le milieu de travail. L'élaboration et la mise en place d'un processus continu de planification stratégique permettront de donner à la branche du GEM les directives claires et cohérentes dont elle a besoin pour orienter les processus subordonnés d'élaboration et de planification des activités de la Branche. Ce leadership stratégique profitera directement à tous les membres de la Branche parce qu'il encadre la gestion active du changement et la communication des décisions à tous les niveaux.

2. Le sénat du GEM, en entreprenant la révision de ce document de gestion stratégique, reconnaît l'importance de l'engagement qu'il a pris, en matière de gouvernance stratégique, de diriger la mise en œuvre du plan stratégique de la branche du GEM.

3. On peut décrire la Branche du GEM comme étant une association professionnelle au sein de l'Armée, composée des membres de la force régulière et de la réserve, association cimentée par l'identité de ses membres et les objectifs professionnels communs qui leur ont été instillés. Elle est guidée (mais non commandée) par le conseiller de la Branche et le sénat du GEM. Le sénat est formé de tous les généraux et colonels actifs de la Régulière et de la Réserve qui ont travaillé dans le GEM, de l'adjuc de la Branche et le colonel commandant. Le commandant de l'EGEMFC en est un membre d'office. Toutefois, la branche du GEM est passablement différente de la plupart des associations professionnelles, telle l'Association of Professional Engineers of Ontario (APEO), parce que les membres de la direction de la Branche du GEM sont nommés, selon leur grade et leur poste, et que les membres ne sont pas des volontaires.

4. But. Le plan stratégique de la Branche du GEM fournira les principes directeurs et le plan d'action détaillé nécessaire à l'orientation de la planification et de la prise de décisions futures. Il permettra de relier les objectifs stratégiques à la réalisation de la mission et de la vision de la Branche.

## VISION, MISSION, VALEURS, CAPACITÉS FONDAMENTALES ET PRINCIPES DE LA BRANCHE DU GEM

5. Pour planifier le futur et élaborer une orientation stratégique qui soit claire, la Branche du GEM a besoin d'un certain nombre d'éléments pour encadrer son plan stratégique. Ces cinq éléments intégralement reliés ont été mis au point dans le contexte de la devise durable du GEM, *Arte et Marte* Par l'adresse et le combat:

- a. Vision;
- b. Mission;
- c. Valeurs;
- d. Capacités fondamentales; et
- e. Principes.

6. Vision: Les membres de la Branche du GEM, en s'appuyant sur notre fier héritage, seront reconnus pour leur leadership progressiste et pratique, leur sens de l'innovation technologique et leur travail axé sur les opérations, et ils seront les chefs de file reconnus de la gestion en matière d'équipement terrestre.

7. Mission/rôle: Assurer l'excellence en matière de leadership et de gestion de l'équipement terrestre afin de pouvoir rendre possible et soutenir la réussite des opérations des FC.

8. Valeurs: Les valeurs sont des principes que la branche du GEM considère comme importants et qui sont définis comme suit:

- a. Soldat technicien. Les membres de la branche du GEM doivent être des soldats de carrière qui s'entraînent à la guerre et qui disposent de la capacité de fournir le soutien en équipement sur la première ligne, sous le feu de l'ennemi. Ils doivent continuellement s'efforcer de tenir compte à la fois des exigences de leur métier de soldat et de leurs tâches de soutien;
- b. Mettre l'accent sur les exigences opérationnelles. Les membres de la branche du GEM doivent connaître les utilisateurs d'équipement ainsi que leurs exigences;
- c. Attitude positive et professionnelle. Les membres de la branche du GEM doivent être reconnus pour leur engagement indéfectible à l'égard de la bonne conduite des opérations des FC;
- d. Valeur ajoutée. La branche du GEM doit s'efforcer d'apporter des services spécialisés uniques en leur genre, qui accroissent l'efficacité globale des FC;
- e. Perfectionnement continu. Les membres de la branche du GEM font face à des difficultés changeantes car ils sont la pierre angulaire de la réussite de la Branche. Le perfectionnement continu des membres doit être hautement prioritaire;
- f. Innovation. Les membres de la branche du GEM doivent être connus pour leur sens de la créativité et de l'innovation; et
- g. Esprit de Corps. Les membres de la branche du GEM doivent promouvoir un sentiment de fierté professionnelle et d'identité régimentaire.

9. Capacités fondamentales: Voici les capacités fondamentales que la branche du GEM considère essentielles à son succès continu :

- a. Le métier de soldat. Tous les membres du personnel du GEM sont d'abord des soldats et ensuite des techniciens. C'est là la pierre angulaire de notre identité;
- b. Leadership. La branche du GEM continuera de faire preuve d'un leadership solide, à tous les paliers, depuis le niveau du soldat-technicien jusqu'à celui du sénat et de l'Armée, lesquels assurent la gouvernance stratégique;
- c. Maintien en puissance. Le GEM est le pilier du système de gestion de l'équipement terrestre (SGET). Le SGET fait partie intégrante de la fonction de combat qu'est le maintien en puissance et il contribue directement à l'application de la puissance de combat nécessaire pour gagner une guerre sur les champs de bataille modernes;
- d. Soutien technique. La branche du GEM doit conserver la capacité de soutenir tous les types d'équipement technique terrestre des FC. À cela se greffe la nécessité de se tenir au courant des technologies nouvelles et en évolution;
- e. Génie. Le génie technique, dans le contexte de la branche du GEM, se définit par l'emploi des connaissances et de l'expérience techniques en vue de réaliser un système opérationnel qui répond à une exigence militaire;
- f. Gestion de projet. La gestion de projet chapeaute l'accomplissement de tâches complexes à tous les niveaux. Les habiletés du GEM sont essentielles à la réussite des diverses phases des processus inhérents à la gestion de projet : amorce, planification, exécution, contrôle et mise au point finale;



g. Maintenance de l'équipement. Cela comprend toutes les tâches nécessaires pour garder le matériel dans un certain état ou le restaurer. Le personnel du GEM est un élément essentiel de la capacité des FC d'assurer le bon état opérationnel de son équipement technique terrestre;

h. Gestion de l'équipement. La gestion de l'équipement est le processus qui s'applique à toute la durée de vie de l'équipement, depuis la planification, l'acquisition, le déploiement, la maintenance et le soutien, et jusqu'à son élimination. Les membres du personnel du GEM sont intégrés à tous les niveaux et à toutes les éléments pour les faire profiter de l'expérience, des compétences et du leadership nécessaires à une gestion efficace de l'équipement; et

i. Gérance des ressources. Parmi les ressources du GEM, il y a les connaissances, les fonds, les véhicules, les outils et l'équipement d'essai ainsi que les pièces de rechange nécessaires à l'accomplissement de la mission assignée. L'emploi adapté et judicieux des ressources est essentiel au succès de la mission.

10. Principes du GEM: Il y a un certain nombre de principes, reconnus depuis longtemps, qui guident toutes les activités de maintenance et de génie technique du SGET. Ce sont les principes du GEM:

- a. Les inspections techniques sont un élément essentiel de la maintenance;
- b. Outre leur rôle sur le plan technique, tous les membres du personnel et toutes les organisations du GEM doivent recevoir la formation et l'équipement nécessaires pour assurer leur propre défense;
- c. Les organisations de maintenance doivent se soutenir mutuellement et il doit y avoir de la souplesse dans les assignations de tâche;
- d. Le soutien de maintenance est des plus efficaces quand les commandants du GEM ont le contrôle technique direct de toutes les ressources du SGET;
- e. Les réparations doivent se faire aussi près des lignes de bataille que possible;
- f. Le SGET doit disposer de ressources de génie technique et de fabrication; et
- g. Les renseignements techniques constituent une ressource essentielle au SGET. La production et la diffusion de ces renseignements doivent constituer l'une des tâches premières de tous les éléments du SGET.

## OBJECTIFS

11. Objectif 1 Les gens: Accroître et améliorer les habiletés et les capacités du personnel du GEM:

- a. Recrutement. Attirer des gens motivés, intelligents, compétents et intègres qui garantiront la durabilité à long terme de la branche du GEM;
- b. Éducation et formation. Accroître continuellement les compétences fondamentales du personnel du GEM;
- c. Emploi. Offrir, au personnel du GEM, des possibilités d'emploi qui soient suffisamment larges et stimulantes, dans tous les domaines où se manifestent les besoins des FC. La planification réussie de la relève, au GEM, est un moyen essentiel d'atteindre cet objectif;
- d. Reconnaissance. Aider le personnel du GEM à obtenir un certain statut professionnel et éducationnel ainsi qu'une attestation technique;
- e. Maintien de l'effectif. Maintenir notre investissement et nos compétences fondamentales en veillant à ce que les bonnes personnes demeurent au GEM;
- f. Occupations. Offrir aux FC des compétences en GEM en prévoyant un cheminement professionnel et un niveau de dotation adéquats;
- g. Réserves. Constituer une force de réserve réaliste, viable et apte à l'emploi dans le domaine du GEM; et
- h. Esprit de corps régimentaire. Hausser le moral et accroître la cohésion du groupe du GEM en insistant sur l'identité régimentaire.

12. Objectif 2 Ressources: Influencer sur l'affectation de ressources du SGET, de manière à permettre et à soutenir les opérations:

- a. Outils des systèmes d'information (SI). Prendre les dispositions pour fournir les systèmes d'information nécessaires à la conduite des activités du SGET en matière de soutien aux opérations des FC;
- b. Installation. Obtenir les facilités nécessaires pour mener les activités du SGET en matière de soutien aux opérations des FC;
- c. Outils et équipement d'essai. Obtenir l'outillage et l'équipement d'essai nécessaires pour mener les activités du SGET en matière de soutien aux opérations des FC;
- d. Véhicules. Obtenir les véhicules et les remorques nécessaires pour mener les activités du SGET en matière de soutien aux opérations des FC;
- e. Outils de gestion des activités. Donner au personnel du GEM l'occasion d'acquérir les compétences voulues pour gérer les budgets, allouer les ressources financières et procéder à la planification des activités relative à la poursuite des activités du SGET et du GEM;
- f. Budgets. Veiller à ce que les organisations du GEM reçoivent une juste part des ressources nécessaires au soutien des activités du SGET;
- g. Systèmes de gestion de projet. Donner au personnel du GEM l'occasion d'acquérir les compétences nécessaires pour gérer les projets de soutien du SGET, du GEM et des activités liées au programme de gestion de l'équipement;
- h. Gestion des connaissances. Réunir les ressources nécessaires pour consigner, partager et intégrer les connaissances et les habiletés du GEM et du SGET dont les FC ont besoin pour le soutien de leurs opérations; et
- i. Technologies relatives au SGET. Comprendre, utiliser et gérer les nouvelles technologies qui font partie intégrante des systèmes d'arme et de l'équipement du SGET, et fournir des conseils d'experts à ce sujet.

13. Objectif 3 Gestion de l'équipement: Montrer du leadership et de l'esprit d'innovation en matière de gestion de l'équipement terrestre:

- a. Processus. Donner au personnel du GEM les modèles et les descriptions de processus appropriés pour répondre aux besoins de planification et de conduite des activités du SGET, afin de soutenir les opérations des FC;
- b. Doctrine. Communiquer au personnel du GEM la doctrine appropriée pour répondre aux besoins de planification et de conduite des activités du SGET, afin de soutenir les opérations des FC;
- c. Structure. Influencer sur l'affectation du personnel du GEM au sein des organisations des FC; et
- d. Contrôle du bon fonctionnement. Donner au personnel du GEM l'autorité et la capacité d'exercer un contrôle du bon fonctionnement des activités du SGET dans toutes les FC.

14. Objectif 4 Opérations: Rendre possibles les opérations des FC en fournissant des ressources intégrées de GEM:

- a. Gouvernance. Mettre sur pied une structure de leadership et de responsabilité permettant de soutenir les prises de décision concernant le personnel du GEM, les ressources associées au SGET et les processus;
- b. Soutien d'équipement fourni aux clients. Définir les exigences des clients en matière de personnel de GEM, de ressources associées au SGET et de processus de gestion de l'équipement;
- c. Intéressés. Établir des relations avec les autres branches, les alliés, le secteur privé et d'autres ministères, relations qui facilitent la fourniture des ressources du GEM requises pour le déroulement des opérations;

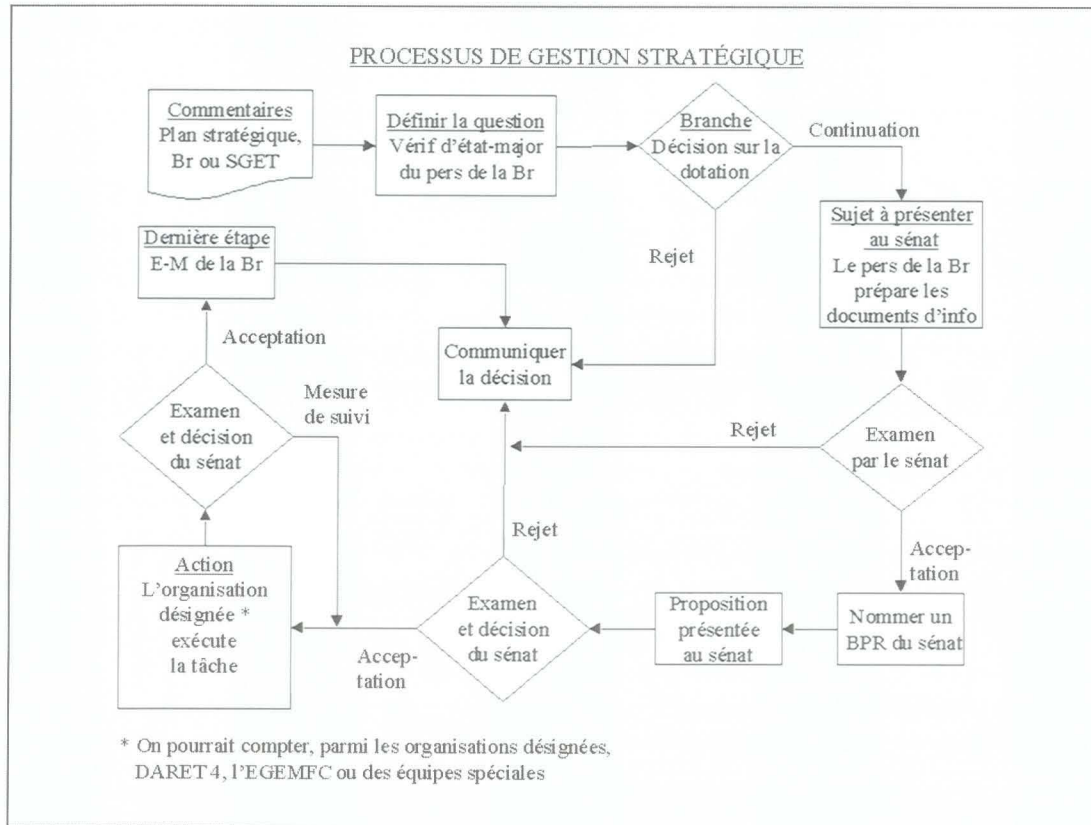


- d. Promotion et communications associés au SGET. Élaborer une stratégie de communication pour la branche du GEM qui fasse connaître les atouts et les capacités du GEM aux membres de la Branche, aux partenaires et aux clients; et
- e. Vigilance stratégique. Maintenir une bonne connaissance de la situation, afin d'assurer la pertinence et l'amélioration constante de la stratégie de la branche du GEM.

15. Vous trouverez ci-dessous un diagramme de processus illustrant les idées, les questions, les orientations et les mesures qui sont acheminées par le personnel de la branche du GEM. Les éléments clés du succès de la Branche sont les suivants :

- Un plan stratégique, diffusé aux intéressés, qui constitue le cadre de discussion des questions;
- Tous les commentaires offerts par les membres de la Branche, les clients ou les intéressés sont traités par le secrétariat de la Branche avant d'être soumis à l'examen du sénat; et
- Les sujets ou les plans qui ont reçu l'aval du sénat seront parrainés par un membre désigné du sénat qui devra rendre des comptes au sénat à des fins de suivi.

## PROCESSUS DE GESTION STRATÉGIQUE



## TIRAGES À L'INTENTION DES MEMBRES DU FONDS DE LA BRANCHE DU GEM

Huit tirages seront effectués dans le cadre d'activités parrainées par la Branche du GEM. Le gagnant de chaque tirage recevra une somme de 150 \$ et un bon-cadeau de 100 \$ du Magasin de fourniture de la Branche du GEM. Le calendrier des tirages s'établit comme suit.

Activité	Lieu	Mois
Tournoi de curling	BFC Edmonton SOFT	fév
Tournoi de curling	BFC Gagetown SAFT	mars
Tournoi de curling	BFC Petawawa SCFT	mars
Conférence Bluebell	Ottawa RCN	mai
Tournoi de golf	BFC Valcartier SQFT	août
Tournoi de golf	BFC Borden SREIFC	août
Tournoi de golf	BFC Edmonton SOFT	sept
Tournoi de hockey	BFC Borden SREIFC	déc

Gagnants jusqu'à maintenant :  
 Le Icol (ret) B. Halford  
 L'art B.J. Buffett, 1 RCR Petawawa